SIAST
SASKATCHEWAN INSTITUTE OF APPLIED SCIENCE AND TECHNOLOGY

Saskatchewan Economic and Labour Market Overview 2000

Prepared by:

SIAST Planning, Research and Development Division

© SIAST
February 2000
#00-06

Saskatchewan Institute Of Applied Science and Technology

Saskatchewan Economic and Labour Market Overview 2000

Prepared by SIAST Planning, Research and Development

Saskatchewan Institute of Applied Science and Technology ©
Planning, Research and Development Division

February 2000

Reproduction of this report or parts thereof is permitted
provided appropriate acknowledgments are given.

100-03781/

Acknowledgments

The following people have played a significant role in the development and the preparation of the final report. I would like to express my appreciation for their efforts.

Bob Davis, Consultant, Program Planning and Development, SIAST Palliser Campus

Patty Yuzek, Administrative Support, Program Planning and Development, SIAST Palliser Campus

Claire Stallard, Senior Research Officer, SIAST Administrative Offices

Bonnie Bond, Administrative Assistant, Planning, Research and Development, SIAST Administrative Offices

Gerlinde Sarkar
Director
Planning, Research and Development
SIAST Administrative Offices
February 2000

Executive Summary

The "Saskatchewan Economic and Labour Market Overview" is prepared annually to provide the common basis for the "Regional Employment and Training Needs Assessment (RETNA)" reports.

- Saskatchewan's economy grew by 2.5% in 1998. On average, forecasts supplied by the private sector show an annual growth of 1.6 per cent in 1999 compared with the 1999-2000 Budget forecast of 2.0 per cent. These private forecasters expect a 2.4 per cent growth in the province in the year 2000 compared with the 1999-2000 Budget forecast of 2.3 per cent.
- Agriculture employment in December 1999 decreased by 4,200 from the November 1999 level to 55,900 persons.
- Despite job losses in the agriculture sector, at 5.1 per cent in December 1999, Saskatchewan was tied for the second lowest unemployment rate in the country, well below the national average of 6.5 per cent.
- Food processing continues to be one of the fastest growing industries in the province.
- The percentage of the population in their income earning years in Saskatchewan is relatively low.
- Saskatchewan has a far smaller percentage of total population that is a visible minority than do the other prairie provinces.
- The Aboriginal population will be a major source of labour force growth in Saskatchewan, and there will be pressure to provide educational opportunities for them. The number of Métis of working age (15 to 64) should almost double by the year 2006. Saskatchewan's total Métis population in 1996 was 26,995.
- In the four Western provinces, Saskatchewan has the lowest percentage of its labour force that has a university degree.
- In December 1999, Saskatchewan's unemployment rate for young people in the 15-24 age group was 8.5%, compared to 4.5% for those over 25.
- High growth areas for industries in Saskatchewan are sales and service, occupations in primary industry, trades, transportation and equipment operators, management and business, finance and administration.
- By the year 2000 the need for Technicians and Technologists will grow from 25% to 35% of the workforce.
- Saskatchewan has 92% of firms with fewer than 20 employees, creating 46% of the jobs in the province.
- Most new occupations were found in areas which are in some way related to technology and which could be classified as the "knowledge" industry.
- Research and development is a growing business in Saskatchewan, as attested to by the inauguration of Saskatoon's Innovation Centre, the development of Canadian Light Source Synchrotron project at the University of Saskatchewan, the unveiling of the University of Regina's new graphic supercomputer, and the continuation of the e-commerce revolution.

Table of Contents

1.0 INTRODUCTION 1

2.0 INTERNATIONAL OUTLOOK 1

3.0 CANADIAN ECONOMY 2

- 3.1 Employment 3
- 3.2 Job Stability 4
- 3.3 Visible Minorities 5

4.0 SASKATCHEWAN ECONOMIC OVERVIEW 5

- 4.1 Economic Statistics 8
- 4.2 Government Spending 9
- 4.3 Significant Trends in Saskatchewan 11

5.0 SASKATCHEWAN DEMOGRAPHICS 11

- 5.1 Urban/Rural Split 12
- 5.2 Age Distribution and Dependency Ratio 13
- 5.3 Immigration of New Canadians 14

6.0 ABORIGINAL POPULATION 15

- 6.1 Age Composition of Aboriginal Population 16
- 6.2 Aboriginal Women 17
- 6.3 Educational Level of Aboriginal People 18
- 6.4 Aboriginal Employment and the Training Link 19
- 6.5 Aboriginal Income 19
- 6.5 Profile of the Métis Population 21

7.0 LABOUR FORCE 22

- 7.1 Educational Attainment of Labour Force 22

7.2 Unemployment Rates 23

7.3 Employment Compared to Other Provinces 24

7.4 Social Assistance and Employment Insurance Recipients 24

7.5 Employment by Gender 26

7.6 Youth Unemployment 26

7.7 Employment Changes by Region 27

7.8 Employment by Industry 27

7.9 Employment by Occupation 28

7.10 Future Outlook 28

7.11 Skill Requirements of the Workforce 28

7.12 Skill Deficits 31

8.0 SASKATCHEWAN'S HIGH GROWTH SECTORS 32

8.1 Agri-value 32
8.1.1 Agri-value Trends 32
8.1.2 Agri-Value Skill Shortages 32

8.2 Forestry 33
8.2.1 Forestry Trends 33
8.2.2 Forestry Skill Shortages 33

8.3 Mining/Minerals 33
8.3.1 Mining/Mineral Trends 33
8.3.2 Mining/Minerals Skill Shortages 34

8.4 Energy 34
8.4.1 Energy Trends 34
8.4.2 Energy Skill Shortages 34

8.5 Tourism and Cultural Industries 35
8.5.1 Tourism and Cultural Industries Trends 35
8.5.2 Tourism and Cultural Industries Skill Shortages 35

8.6 Information Technology and Telecommunications 35
8.6.1 Information Technology and Telecommunications Trends 35
8.6.2 Information Technology and Telecommunications Skill Shortages 36

8.7 Construction Sector 36

8.8 Business Services (excluding health and education) 36

8.9 Fabricated Metal Manufacturing Sector 36
8.9.1 Fabricated Metal Manufacturing Skill Shortages 37

9.0 BUSINESS OVERVIEW 37

10.0 EMPLOYMENT TRENDS 40

10.1 Hot Jobs 40

10.2 Emerging Occupations 41

10.3 Full Time Employment Returning 42

10.4 Multiple Job Holders 42

10.5 Increased Importance of Internationalization 43

List of Tables

TABLE 1: SASKATCHEWAN GOVERNMENT SPENDING 1998-99. 9

TABLE 2: SASKATCHEWAN POPULATION, COMPONENTS OF GROWTH 11

TABLE 3: POPULATION BY COMMUNITY TYPE, 1991 AND 1996 (EXCLUDING CENSUS UNDER-COVERAGE AND NON-PERMANENT RESIDENTS) 12

TABLE 4: POPULATION BY URBAN CENTRE 13

TABLE 5: IMMIGRATION OF NEW CANADIANS TO SASKATCHEWAN 14

TABLE 6: POPULATION COMPARING ABORIGINAL AGE GROUPS TO TOTAL CANADIAN POPULATION 16

TABLE 7: ABORIGINAL WOMEN AS A PERCENTAGE OF PROVINCIAL POPULATION OF WOMEN 17

TABLE 8: THE ABORIGINAL EDUCATION GAP IN 1991 - POPULATION % AGE 15 AND OVER 18

TABLE 9: EDUCATIONAL ATTAINMENT OF ABORIGINAL AND NON-ABORIGINAL MEN AND WOMEN IN SASKATCHEWAN, 1996* 18

TABLE 10: COMPARISON OF SASKATCHEWAN EMPLOYMENT INCOME 20

TABLE 11: SOURCES OF INCOME BY ABORIGINAL STATUS AND GENDER 20

TABLE 12: CANADIAN LABOUR FORCE PARTICIPATION RATE 22

TABLE 13: FULLY EMPLOYABLE SAR CASES AND EMPLOYMENT INSURANCE BENEFICIARIES BY REGION . 25

TABLE 14: EMPLOYMENT BY INDUSTRY 27

TABLE 15: VACANT AND UNDER SKILLED POSITIONS BY SECTOR 31

TABLE 16: DISTRIBUTION OF BUSINESSES BY SIZE 37

TABLE 17: ARE ENTREPRENEURS AVOIDING SASKATCHEWAN? 1989-1997 38

TABLE 18: EMPLOYER BUSINESS GROWTH FOR THE PERIOD 1992 – 1997 39

TABLE 19: TEN HOT JOBS 40

List of Figures

FIGURE 1: VISIBLE MINORITY GROUPS AS A PERCENTAGE OF CANADIAN IMMIGRANT POPULATION 5

FIGURE 2: URBAN/RURAL SPLIT 12

FIGURE 3: SASKATCHEWAN AGE DISTRIBUTION COMPARED TO CANADIAN AGE DISTRIBUTION 13

FIGURE 4: NUMBER OF BIRTHS IN WESTERN PROVINCES 1946-2016 14

FIGURE 5: VISIBLE MINORITIES BY WESTERN CANADIAN PROVINCE 15

FIGURE 6: ABORIGINALS AS A PERCENTAGE OF TOTAL POPULATION 16

FIGURE 7: AGE DISTRIBUTION OF ABORIGINAL WOMEN VERSUS CANADIAN WOMEN 17

FIGURE 8: EMPLOYMENT RATES OF SIAST GRADUATES 19

FIGURE 9: AVERAGE MONTHLY FULL TIME TRAINING RELATED SALARY 1992-1996 20

FIGURE 10: LABOUR FORCE WITH A UNIVERSITY DEGREE 23

FIGURE 11: MONTHLY UNEMPLOYMENT RATES FOR SASKATCHEWAN FOR 1997/1998/1999 (PER CENT) 23

FIGURE 12: SASKATCHEWAN SOCIAL ASSISTANCE RECIPIENTS VERSUS EMPLOYMENT INSURANCE BENEFICIARIES - JAN. 93 TO DEC. 97 24

FIGURE 13: EMPLOYMENT GROWTH BY GENDER AND AGE GROUP 26

FIGURE 14: ANNUAL EMPLOYMENT GROWTH BY OCCUPATION GROUP 28

FIGURE 15: EVOLUTION OF REQUIRED SKILL LEVELS FROM 1990 TO 2000 29

FIGURE 16: PROJECTED EMPLOYMENT GROWTH AND ATTRITION REQUIREMENTS BY NOC SKILL LEVEL, SASK. 1997 - 2005 30

FIGURE 17: SELF-EMPLOYMENT AS A % OF TOTAL EMPLOYMENT 38

FIGURE 18: SHIFT FROM MANUFACTURING TO KNOWLEDGE ORIENTED INFORMATION AGE 42

FIGURE 19: MULTIPLE JOB HOLDERS (% OF TOTAL EMPLOYED WHO HOLD MORE THAN ONE JOB) 43

Economic and Labour Market Overview 2000

1.0 Introduction

This report was completed by Saskatchewan Institute of Applied Science and Technology (SIAST) - Planning, Research and Development Division, Program Planning and Development Department.

The report's objective is to monitor the influences and trends that impact on emerging training needs. In other words, to look at the larger picture and to present an external scan of the economic, demographic and labour market trends.

2.0 International Outlook

Conference Board of Canada Sees Bright Prospect For Global Economy

- Global economic conditions look promising. The implications for Canada are encouraging. Prospects are almost universally good with virtually every key region around the world either expanding or on the verge of recovery.

- Developments overseas affect Canada directly and influence conditions in the United States. Since United States is our most important marketplace, the Canadian economy is doubly dependent on a healthy international environment.

- While the pace of U.S. economic expansion will likely slow from the exceptionally strong performance of recent years, it will remain a very attractive market for Canadian exports.

- Although there is clear evidence that the beleaguered economies of Asia have recovered from the financial crises of the past couple of years, there is little evidence of recovering strength in Japan.

- Major South American economies are in recession, but showing signs of immediate or imminent recovery, and should advance in 2000.

- Leading countries in continental Europe are grappling with the consequences of policy harmonization, a process accelerated by the adoption this year of a single currency. Britain, whose manufacturing sector has been constrained by a non-competitive exchange rate, is exceeding expectations held earlier this year.

- The Conference Board sees little immediate likelihood of a return to sharply accelerating inflation. Interest rates are much more likely to creep up than to fall.

(Source: The Conference Board of Canada, World Outlook: News Release, Autumn 1999.)

3.0 Canadian Economy

Canadian Economy Looking Good For 2000

- The Canadian economy will expand by 3.6 percent this year (1999) and 3.1 percent next year (2000). This is an upward revision from the Board's spring forecast.

- Computer purchases soared by over 20 percent, at quarterly rates, as businesses and governments prepared for Y2K compliance.

- The Conference Board of Canada predicts the consumer sector will be sustained by major tax cuts at the federal level, to be announced in the February 2000 budget. At the same time, renewed employment growth and real wage gains will result in a good performance in real consumer spending.

- The Canadian dollar is forecast to average $.69 next year, bolstered by rising commodity prices and a gradual ongoing recovery in East Asia.

- Short-term interest rates will stay flat, reflecting subdued inflation.

(Source: Conference Board of Canada, The Canadian Outlook, Autumn 1999)

The Economic and Fiscal Update Nov/1999

- Jobless rate at 7.5 percent, the lowest in nine years.
- Debt at $576.8 billion; 27 cents of every dollar goes to interest.
- EI premiums decrease January 1, 2000 by 15 cents to $2.40 per $100 of insurable earnings.
- Multi-year tax cuts planned for next budget.
- 1999 average economic growth at 3.6 percent.
- Cumulative surplus 2000-05 projected at $95.5 billion.

(Source: Department of Finance Canada, The Economic and Fiscal Update, http://www.canoe.ca, November 2, 1999)

Economic Outlook Fair For Nine Key Canadian Cities

- Toronto will lead all other cities with average real GDP growth of 3.7 per cent between 1999 and 2003. Gains in market share by Canadian auto parts suppliers and solid growth in the aircraft parts and telecommunications sector will boost Toronto's manufacturing employment by 7,400 jobs in 1999.

- Montreal's mature and competitive knowledge-based industry is now in a position to maintain a reasonably strong rate of employment growth over the next five years with the provincial government balancing its books a year ahead of schedule.

- A pick up in activity in Ottawa's telecommunications and software development sectors will bring the manufacturing sector back to life, but lack of diversity in the high-tech sector can lead too high volatility.

- Single housing starts in Winnipeg will remain at a fairly decent level of 1,400 units, on average, annually between 1999 and 2003. Labour force growth continues to be low due, in part, to out-migration. As a result, Manitoba will continue to enjoy the country's lowest unemployment rate.

- The provincial public sector in Regina will again become a factor of stability in the local economy with governments having completed their downsizing efforts. A few large construction projects will help contribute to overall real GDP growth close to 2.8 per cent in 1999 and again in 2000.

- In Calgary, the growing natural gas industry provides stability to an energy sector traditionally dependent on oil. Due to an impressive $1 billion worth of investment, Edmonton's construction output will enjoy a second consecutive year of double-digit growth.

- Following a steady stream of economic bad news last year, excellent employment growth at the end of 1998 will provide a good springboard in 1999 in Vancouver. Victoria's vibrant tourism sector will fuel job creation of 1,600 and 2,200 jobs in 1999 and 2000, respectively.

(Source: The Conference Board of Canada, Metropolitan Outlook, Winter 1999.)

Advantage Canada

- Like the electric light bulb, the car and air travel in the 20th century, e-commerce will generate its own revolution in the 21st century. The revolution will be digital, with information, goods, money and services spinning around the globe with breathtaking new speed and efficiency.

- Canadian businesses, banks and governments have been quick to move boldly into the world of electronic commerce. Canadians rank with Americans as the most Internet-connected people in the G-7. That is what Advantage Canada is about.

(Source: Industry Canada – Advantage Canada Electronic Commerce Task Force, Electronic Commerce in Canada, http://e-com.ic.gc.ca, January 2000.)

3.1 Employment

- In December 1999, Canada's total employment was 14,710,800, which was up 1.9% from December 1998.
- In the month of December 1999, the national unemployment rate was 6.5%.
- Canada's annual average unemployment rate for 1999 was 7.6 per cent.

(Source: Statistics Canada, Economic Indicators -Canada, http://www.statcan.ca, December 1999.)

Youths and the Labour Market, 1998-99

- Following more than a year of job growth for adults, the labour supply tightened to the point where employers began to hire youths again in 1998, a trend that has held through 1999. In 1998, youth employment (youths 15 to 24 years old) grew by 145,000 or 7.1%.

- This increase was much faster than the rate of increase in youth population for the same period, propelling employment rates. At the end of 1997, 51.2% of youths were employed. By the end of 1998, this rate had risen to 54.4%. The job growth carried on into 1999, although at a slower pace, pushing the youth employment to 54.9% by October 1999. As a result of the employment gains, the youth unemployment rate has fallen from 15.8% at the start of 1998 to 14.0% by October of 1999.

(Source: Statistics Canada, Issue Highlights: Youths and the Labour Market, 1998-99, Vol. 3, No. 4, Autumn 1999.)

3.2 Job Stability

The average duration of a job is 3.7 years. Significant trends include:

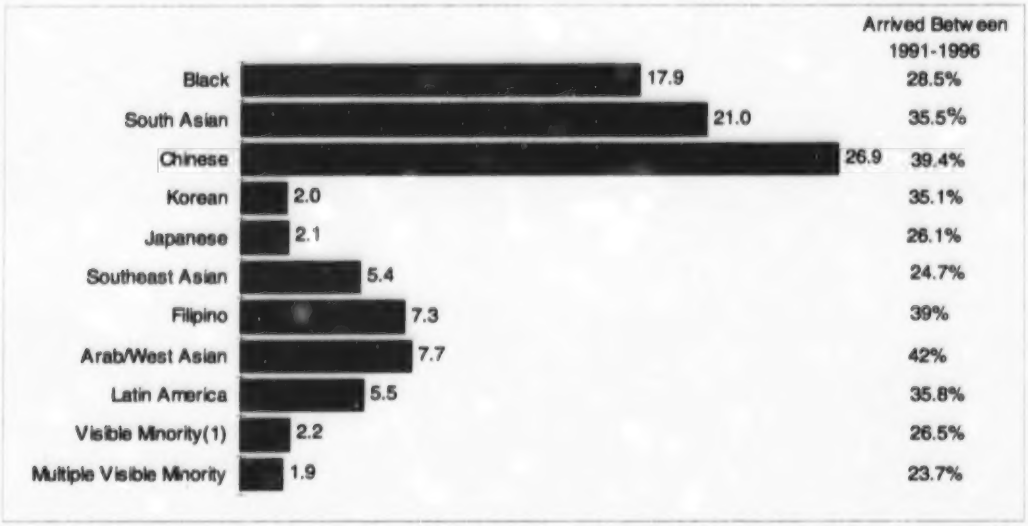
- An increase in short term jobs.
- Workers with more than 1 year of seniority are enjoying increasing stability, while at the same time the ranks of stable job holders is becoming more difficult to join.
- Workers in the community services industry enjoy average job lengths which are twice that of those in the business and personal services industry.
- Workers with some post-secondary education have average job lengths almost twice that of those without.
- Older workers have shorter average job lengths than younger workers; and fewer older job starters pass the 6 month tenure milestone.
- Females have jobs which are, on average, slightly longer than males.

(Source: Andrew Heisz, Changes in Job Tenure and Job Stability in Canada, November 1996.)

3.3 Visible Minorities

The Chinese and South Asian peoples led the way in visible minority immigration. Between 1991 and 1996, 39.4% of Chinese immigrants and 21% of South Asians arrived in Canada.

FIGURE 1: VISIBLE MINORITY GROUPS AS A PERCENTAGE OF CANADIAN IMMIGRANT POPULATION



(Source: Statistics Canada, Visible Minority Population, 1996 Census.)

For further details on immigration of new Canadians and visible minorities in the Western Canadian provinces, refer to Section 5.3, Table 5 and Figure 5.

4.0 Saskatchewan Economic Overview

Located in the prairie region of Canada, Saskatchewan is bordered by Manitoba, Alberta, the Northwest Territories and the United States. The province is rectangular in shape and is 651,900 km^2 in area. Half of it consists of forests, one-third of cultivated lands, and one-eighth is covered with water.

Saskatchewan has changed greatly since it joined Confederation in 1905. Back then, agriculture was the only industry, and it centered on wheat farming. Today, Saskatchewan supplies 28 per cent of Canada's grain production, and crops include canola, rye, oats, barley and flaxseeds, as well as wheat. Saskatchewan is also a major producer of cattle and hogs. The average Saskatchewan farm is about 420 hectares in size.

Northern Saskatchewan's 350,000 km^2 of forests are the province's most important renewable resource. Softwoods (coniferous trees) are the focal point of forestry development.

Saskatchewan is also a province rich in minerals. Potash, uranium, coal, oil and natural gas are the leading mineral resources. Saskatchewan's 14,000 oil wells produce 12 per cent of Canada's total oil output. In addition, with an estimated two-thirds of the world's reserves, Saskatchewan is a leading exporter of potash.

Research and development is a growing business in Saskatchewan, as attested to by the growth of Saskatoon's Innovation Centre. The province's technological potential in agriculture, space technology and biotechnology is now recognized internationally.

Construction is underway at the province's two research parks on new facilities which will enable Saskatchewan to develop its knowledge-based industries. A new $7 million agriculture research and science centre is being developed at Innovation Place in Saskatoon, and considerable progress has been made on the $10.8 million Petroleum Technology Research Centre at the Regina Research Park. Both parks and the three new buildings are owned and operated by the Saskatchewan Opportunities Corportation (SOCO). [1]

Saskatchewan has the distinction of being the "best place in the world to live" according to United Nations criteria. This has much to do with the province's low population density. Considering its enormous size, Saskatchewan's population is remarkably small (1,025,000 in 1996). Roughly 63 per cent of Saskatchewan's residents are urban; the remaining 37 per cent are rural. The aboriginal population is growing by an average rate of 1 percent per year and is now estimated at 113,860 or 14 per cent of the total population. [1+]

(Source: Canadian Information Office, Facts on Canada: CF – Saskatchewan, http://www.infocan.gc.ca.)
[1] (Source: Saskatchewan Labour Market Information, Welcome to Saskatchewan, http://www.sk.hrdc-drhc.gc.ca.)
[1+] (Source: Saskatchewan Labour Market Information, Welcome to Saskatchewan, http://www.sk.hrdc-drhc.gc.ca)

Synchrotron Brings Economic Boost to Saskatchewan

- Leading-edge businesses will soon be seeing the light and relocating to Saskatoon, thanks to the development of the $133.5 million Canadian Light Source synchrotron project at the University of Saskatchewan.
- Studies reveal that the project could have an annual $35 million impact on commercial research and development spending, once it's operational in 2004.
- Synchrotron light source has applications in the pharmaceutical, agriculture, materials science, environmental science, engineering, biotechnology, and medical diagnosis and treatment industries.
- With the close proximity of the Innovation Place Research Park, companies from around the world will soon be assessing Saskatoon – and Saskatchewan – as a new place to establish a presence.

(Source: Saskatchewan Business Unlimited, "Synchrotron Brings Economic Boost to Saskatchewan," Volume 4, November/December 1999.)

Farm Income Estimates Drop

- Saskatchewan farmers reaped a paltry $96 million in 1999 – less than an average $2,000 each and well down from the $362 million projected in October, according to Agriculture and Agri-Food Canada's latest estimates.

- Ag Canada estimates realized net income of $294 million in 2000 including AIDA payments, but losses of $318 million in 2001, $186 million in 2002 and $161 million in 2003.

(Source: The Times-Herald, "Farm Income Estimates Drop," January 15, 2000.)

Economist Expects Grain Prices to Rise

- Teresa Courchene, TD director of economic research, reports that while commodity prices overall surged back 19 per cent in 1999, agricultural products continued to backslide by 3.5 per cent. Wheat prices were hit the hardest, falling by 12 per cent.
- Agricultural product demand should rise as the global economy continues to pick up steam in 2000.

(Source: The Leader-Post, "Economist Expects Grain Prices to Rise," January 27, 2000)

U of R Unveils New Graphics Supercomputer

- What looks like three purple refrigerators, costs $2 million and has the power of 72 Pentium computers working simultaneously? If you guessed the new graphics supercomputer, step in front of the class.

- The university says the graphics supercomputer is among the largest in Canada – it comes with 540 gigabytes of memory, 24 high-speed processors and can crunch eight million polygons per second.

- Among those using the new graphics supercomputer initially will be 10 researchers from different fields: seven from computer science and one each from geography, economics and petroleum engineering.

- Footing the bill for the equipment is the Canadian Foundation for Innovation, the provincial Economic and Co-operative Development Department and Silicon Graphics.

(Source: The Leader-Post, "U of R Unveils New Graphics Supercomputer", January 15, 2000.)

Key Indicators for Saskatchewan Include:

- Despite job losses in the hard-pressed agriculture sector, at 5.1 per cent in December 1999, Saskatchewan was tied for the second lowest unemployment rate in the country, well below the national average of 6.5 per cent.

- According to the results of a recent study by Ottawa-based WEFA Canada Inc., Saskatchewan had the highest productivity growth of all the provinces over the 1994-1998 period. Productivity levels were based on Gross Domestic Product per employee.

- The Conference Board of Canada's latest report forecasts real gross domestic product (GDP) growth in Saskatchewan for 1999 at 2 per cent, with further growth of 2.4 per cent expected for the year 2000. These rates are comparable to the national average.

- According to the most recent survey conducted by Manpower Temporary Services, Saskatchewan's employment prospects during the first quarter of 2000 are among the strongest in the country. Seventy-seven per cent of employers in Regina and 87 per cent in Saskatoon expect staffing levels to increase or remain the same during the months of January to March 2000.

- Economic outlook results compiled by the Saskatchewan Chamber of Commerce show strong business confidence for 2000. The survey of chamber members shows nearly 60 per cent of business operators expect revenues to increase this year over 1999 and 38 per cent expect to increase staffing levels this year.

- After two years of modest growth, the Royal Bank expects Saskatchewan's economy will grow more substantially in 2000, and will outperform the Canadian average in 2001.

- Saskatchewan's economic strategy targets annual growth of 2.5 per cent in the GDP, and annual job growth of 4,000, through the end of the year 2000.

- The provincial sales tax was cut to six per cent from seven per cent in 1999.

- In 1998-99, Saskatchewan balanced its provincial budget for the fifth fiscal year in a row.

- The province's financial plan calls for balanced budgets to the fiscal year 2001-2002.

- The debt management plan will cut $4 billion from the province's debt between 1994 and 2000-2001.

- The debt management plan will decrease the debt load from 71 per cent of Gross Domestic Product to 34 per cent.

- Saskatchewan's economic growth is forecast to continue for at least the next five years.

(Source: Government of Saskatchewan, Saskatchewan Economic Development – Economic Overview, http://www.gov.sk.ca, December 1999.)

4.1 Economic Statistics

- Economic sectors experiencing major job increases in November 1999 compared to a year ago were manufacturing (+3,000), construction (+2,000), transportation (+9,700) and trade (+7,900).

- Saskatoon had the third lowest unemployment rate among major Canadian cities in December at 4.8 per cent. Regina was the fourth lowest at 5 per cent.

- Saskatchewan's manufacturing shipments are on the rise, with shipments for the first nine months of 1999 increasing by $22.1 million over the same period in 1998.

- The energy sector has heated up again in 1999, with 2,335 oil and gas wells drilled in the first eleven months of the year, an increase of 40 per cent from the same period last year.

- Saskatchewan has set a new record for the number of people working in the province. There were 480,800 people working in Saskatchewan in 1999, 2,200 more than the previous record set in 1998.

- Agricultural employment in December 1999 decreased by 4,200 from the November 1999 level to 55,900 persons.

- Saskatchewan's GDP (inflation adjusted) grew from $18.3 billion in 1992 to $23.8 billion in1998, an increase of $5.5 billion or 30 per cent.

- Saskatchewan's population has increased steadily since 1992, reaching 1,027,865 in January 1999 – the highest level since July 1998. [2]

- On average, forecasts supplied by the private sector show an annual growth of 1.6 per cent for Saskatchewan in 1999 compared with the 1999-2000 Budget forecast of 2.0 per cent. These private forecasters expect a 2.4 per cent growth for the province in the year 2000 compared with the 1999-2000 Budget forecast of 2.3 percent. [2+]

(Source: Government of Saskatchewan, Economic and Co-operative Development – Economic Statistics, http://www.gov.sk.ca, December 1999.)

[2] *(Source: Government of Saskatchewan, Saskatchewan Bureau of Statistics, http://www.gov.sk.ca, December 1999.)*

[2+] *(Source: Government of Saskatchewan, Budget Address: Moving Forward Together, March 1999.)*

4.2 Government Spending

TABLE 1: SASKATCHEWAN GOVERNMENT SPENDING 1998-99.

	Millions of Dollars	Per Cent of Total
General Transfers to Third Parties		
District Health Services	$1,115.0	21.3
Medical Health Services and Support	419.7	8.0
Schools	396.0	7.6
Post-Secondary Education and Skills Training	321.6	6.2
Municipalities	80.2	1.5
RCMP Services	64.1	1.2
Agricultural Support	51.9	1.0
Economic Development and Jobs	44.7	0.9
Family and Youth Services	21.4	0.4
Gaming Funds	16.5	0.3
Other	23.1	0.4
	$2,554.2	48.8%
Transfers to Individuals		
Income Support, Housing and Other Assistance	$368.1	7.0

	Millions of Dollars	Per Cent of Total
Agricultural Support	132.4	2.5
Prescription Drug Plan	64.0	1.2
Student Aid and Training	62.1	1.2
Family and Youth Services	41.8	0.8
Community Living	35.8	0.7
Treaty Land Entitlements	22.9	0.4
Other	12.9	0.3
	$740.0	14.1%

Salaries and Operating		
Courts, Jails and the Justice System	$125.1	2.4
Highway Maintenance and Operations	114.6	2.2
Income Support and Assistance	110.3	2.1
Health and Education Administration	106.8	2.0
Parks, Forests and Natural Resources	96.7	1.9
Internal Government Departments	68.2	1.3
Agriculture and Economic Development	46.3	0.9
Other	38.4	0.7
	$706.4	13.5%
Pensions and Benefits		
Public Service	$150.3	2.9
Teachers	127.9	2.4
	$278.2	5.3%
Capital		
Construction of Transportation Systems	$103.5	2.0
Post-Secondary and Schools	46.9	0.9
Health	44.9	0.9
Municipalities	8.9	0.2
Infrastructure Programs	7.2	0.1
Other	18.2	0.3
	$229.6	4.4%
Interest on the Public Debt	$725.0	13.9%
Total Expense	**$5,223.4**	**100%**

(Source: Government of Saskatchewan, Investing in People - Building on the Momentum, Budget Address, March 1998.)

4.3 Significant Trends in Saskatchewan

- Rural Depopulation
- Growing Aboriginal Population
- Stagnant Population Growth
- Aging Population
- Movement to Bedroom Communities
- No Immigration to Saskatchewan
- Decline of Traditional Family Structures

(Source: Statistics Canada, Making Sense of the Census Seminar, March 1998.)

5.0 Saskatchewan Demographics

As of October 1996, the Saskatchewan population stood at 1,020,600 people compared to 1,027,300 people in October 1999, an increase of 6,700.

TABLE 2: SASKATCHEWAN POPULATION, COMPONENTS OF GROWTH

		Annual and Monthly Totals/Averages			
Population and Migration		1996	1997	1998	1999 (Oct.)
Interprovincial Migration	Into Saskatchewan	21,240	22,302	24,096	6,680
	Out of Saskatchewan	20,891	21,054	25,231	8,505
	Net Flow	1,349	-752	-1,135	-1,825
Net International Migration		915	895	690	23
Natural Growth	Births	13,300	12,860	12,801	3,171
	Deaths	8,765	8,637	8,790	2,095
	Net Natural Growth	4,535	4,223	4,011	1,076
Population at end of period (000)		1,020.6	1,023.4	1,027.9	1,027.3

(Source: Sask Trends Monitor, Volume XV1, Number 12, December 1999.)

It is believed that the inter-provincial migrants are mostly composed of young adults and that this inter-provincial migration is a major source of the loss of highly educated people. A comparison of the four Western Provinces shows that Saskatchewan has the highest net out-migration between the period 1988 to 1997.

5.1 Urban/Rural Split

According to the 1996 Census (latest available statistics), 63.3% of Saskatchewan people live in urban centres[1] and 36.7% live in rural areas. Compared to Alberta and Manitoba, however, Saskatchewan still has a larger percentage of its people living in rural areas. Alberta's urban/rural split is 74/26 and Manitoba's is 67/33.

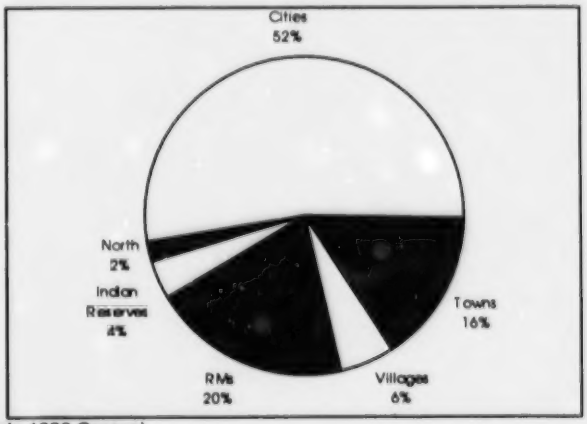
Growth areas occurred in cities, Indian reserves and the north[2], while declines in population occurred in towns, villages, and RMs. (See Table 3). A 1% growth in overall population occurred.

TABLE 3: POPULATION BY COMMUNITY TYPE, 1991 AND 1996 (EXCLUDING CENSUS UNDER-COVERAGE AND NON-PERMANENT RESIDENTS)

	1991	1996	Change
Cities	515,528	524,697	1.8%
Towns	156,699	154,585	(1.3%)
Villages	58,625	56,072	(4.4%)
RMs	209,661	197,131	(6.0%)
Indian Reserves	30,779	38,358	24.6%
North[3]	17,636	19,394	10%
Total	988,928	990,237	.1%

(Source: Statistics Canada 1996 Census)

FIGURE 2: URBAN/RURAL SPLIT



(Source: Statistics Canada 1996 Census)

According to the 1996 Census, Saskatoon is the largest city in Saskatchewan and the seventeenth largest in Canada; Regina is the eighteenth largest in Canada. In the period between 1991 and 1996, Saskatoon grew 3.8% and Regina grew 1%. According to the 1996 Census, the five largest cities in Saskatchewan had the following

[1] Urban is defined as an area having a population concentration of 1,000 or more and population density of 400 or more per square kilometer.
[2] The term North refers to those residents of the far North not otherwise classified.
[3] The term North refers to those residents of the far North not otherwise classified.

populations. The Census data is compared to Department of Health data as of June 30, 1996 and 1998.

TABLE 4: POPULATION BY URBAN CENTRE

City	Census 1996	Health Insurance Registration 1996	Health Insurance Registration 1998
Saskatoon	193,647	192,940	205,992
Regina	180,400	179,584	187,085
Moose Jaw	32,973	34,115	34,505
Prince Albert	34,777	33,755	39,356
Yorkton	15,154	15,699	16,783

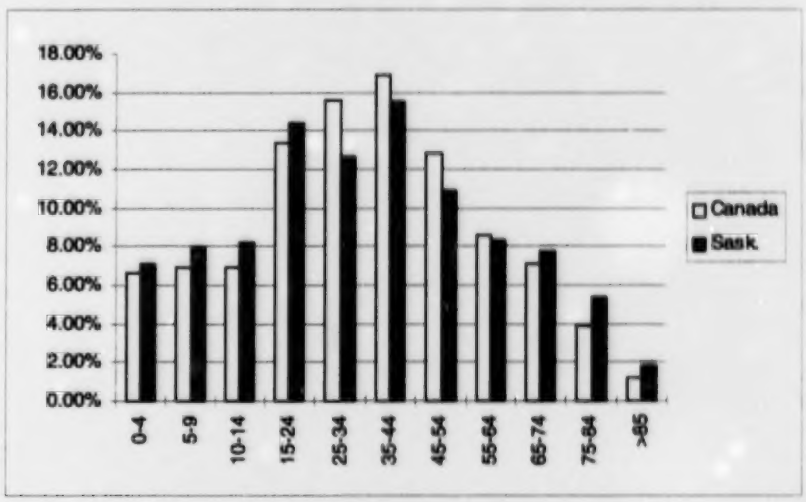
(Source: Statistics Canada 1996 Census)

The remaining cities all have fewer than 15,000 inhabitants.

5.2 Age Distribution and Dependency Ratio

In comparison to the rest of Canada, a large proportion of Saskatchewan's population in 1996 was under the age of 19 and over the age of 60. This means that the percentage of the population in their income earning years is relatively low compared to the dependent age groups.

FIGURE 3: SASKATCHEWAN AGE DISTRIBUTION COMPARED TO CANADIAN AGE DISTRIBUTION

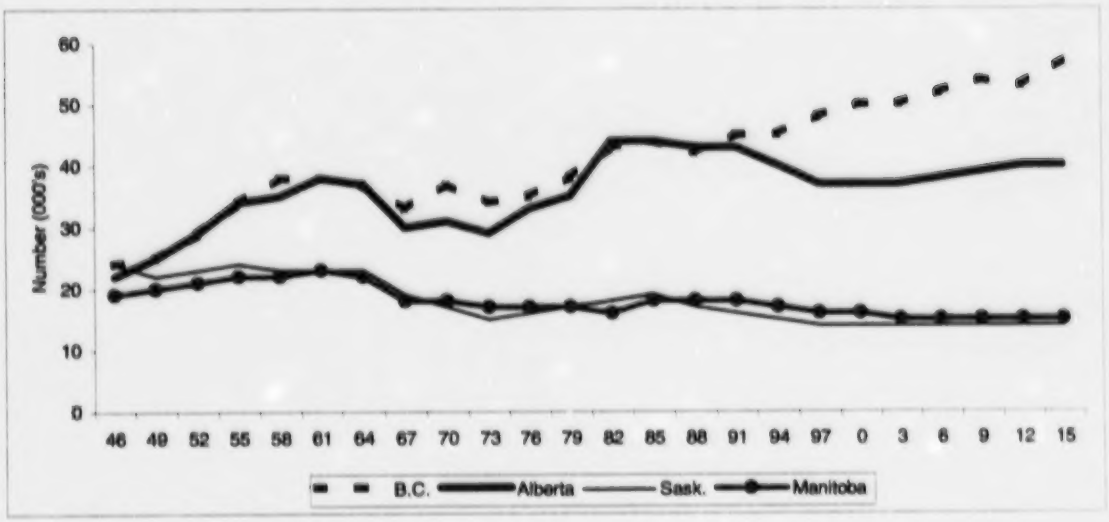


(Source: Statistics Canada, Population by Five-Year Age Groups, 1996 Census.)

In Saskatchewan and Manitoba, the effect of the Baby Boom and Baby Boom Echo (1980 - 1995) is much less pronounced than in Alberta and British Columbia.

FIGURE 4: NUMBER OF BIRTHS IN WESTERN PROVINCES 1946-2016

(Source: Statistics Canada, Annual Demographic Statistics and special tabulation.)



5.3 Immigration of New Canadians

TABLE 5: IMMIGRATION OF NEW CANADIANS TO SASKATCHEWAN

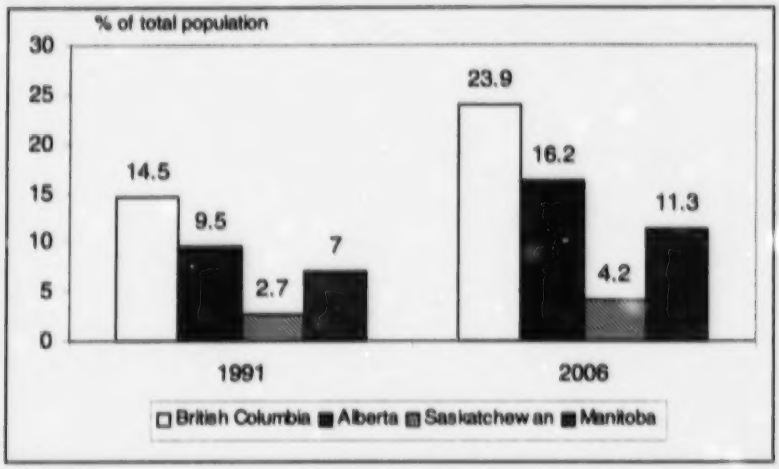
	1995	1996	1997	1998/1999	% change from last year
First quarter	494	432	415	340/517	52.1%
Second quarter	517	489	434	372/367	-1.3%
Third quarter	421	575	461	486/418	14.0%
Fourth quarter	495	377	442	378/n/a	n/a
Total	**1,927**	**1,873**	**1,752**	**1,1576**	

(Source: Government of Saskatchewan, Bureau of Statistics: Monthly Statistical Review, Volume 26, Number 1, January 2000.)

The province of Saskatchewan consists of approximately 3.4% of the Canadian population, but receives less than 1% of the total immigrants to Canada.

Figure 5 illustrates visible minorities across Western Canada and illustrates that Saskatchewan has a far smaller percentage of total population that is a visible minority than do the other Prairie provinces.

FIGURE 5: VISIBLE MINORITIES BY WESTERN CANADIAN PROVINCE[4]



6.0 Aboriginal Population

For the purposes of this report, the following definitions will be used:

- **Aboriginal** - people who are descendants of the original peoples of the land. In Canada, Aboriginal includes the Indian, Métis and the Inuit.
- **Inuit** - people who live in the arctic and sub-arctic of Canada.
- **Métis** - persons who are of mixed Aboriginal and non-Aboriginal ancestry; have ancestors who were entitled to receive land grants and/or scripts under the provisions of the Manitoba Act #18780 or the Dominion Lands Acts; or can show proof they are Métis.
- **First Nations People** - Indian people of Saskatchewan who are legally designated as Status, Registered or Treaty, under the Indian Act.
- **Non-Status Indian** - persons of Aboriginal ancestry who do not qualify for status under the provision of the Indian Act. They posses no special rights and privileges by virtue of their Aboriginal ancestry.

(Source: SIAST Education Equity Program Annual Monitoring Report, 1997.)

About 63% of all Aboriginal people live in the four Western provinces, compared with 30% of all Canadians, although there are varying degrees of measurement of the Aboriginal population in Saskatchewan. These different estimates include:

- The Department of Indian Affairs (INAC) estimated a population of 94,947 "Registered" Indians as of December 1996 who are members of Saskatchewan First Nations.

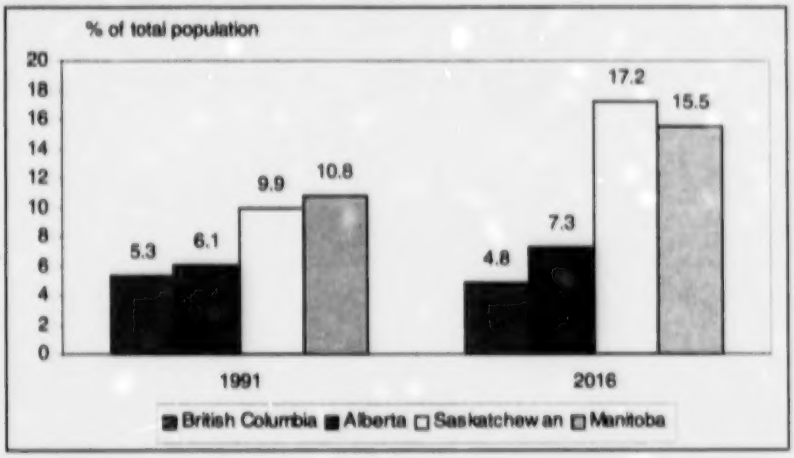
[4] *(Source: Roger Sauve, Statistics Canada and People Patterns Consulting, Western Canadian Trends Workbook – Regina Seminar, Trends and Forecasts, Shaping the Present and Future of Western Canada, p.7.)*

- Saskatchewan Health reports that of August, 1997, there were 83,403 Registered Indians.
- Statistics Canada reports that in 1991 there were 96,580 persons with at least some Aboriginal ancestry.
- A recent study commissioned by the Federation of Saskatchewan Indian Nations (FSIN) estimated a figure of 116,908 based on the assumption that the Census missed a substantial portion of the Aboriginal people.

(Source: Federation of Saskatchewan Indian Nations, Saskatchewan and Aboriginal Peoples in the 21st Century: Social Economic and Political Changes and Challenges, 1997.)

Figure 6 illustrates the trend towards the importance of the Aboriginal population in the Western Provinces.

FIGURE 6: ABORIGINALS AS A PERCENTAGE OF TOTAL POPULATION



(Source: Statistics Canada, Projections of Populations with Aboriginal Ancestry.)

The implications of the growth of the Aboriginal population as a percentage of total population are that they will be a major source of labour force growth in Saskatchewan, and that there will be pressure to provide educational opportunities for them.

6.1 Age Composition of Aboriginal Population

In general, the Aboriginal population is significantly younger than that of the Canadian population. This is illustrated below:

TABLE 6: POPULATION COMPARING ABORIGINAL AGE GROUPS TO TOTAL CANADIAN POPULATION

	Under 15	15-24	25-44	45 Years and over	Total Population
Total Population	20.7%	13.5%	32.7%	33.1%	100%
Aboriginal Population	35.1%	18.0%	30.5%	16.4%	2.8%

(Source: Statistics Canada, 1996 Census of Canada.)

6.2 Aboriginal Women

Table 7 illustrates that there is a large percentage of Aboriginal women in the population of the prairie provinces.

TABLE 7: ABORIGINAL WOMEN AS A PERCENTAGE OF PROVINCIAL POPULATION OF WOMEN

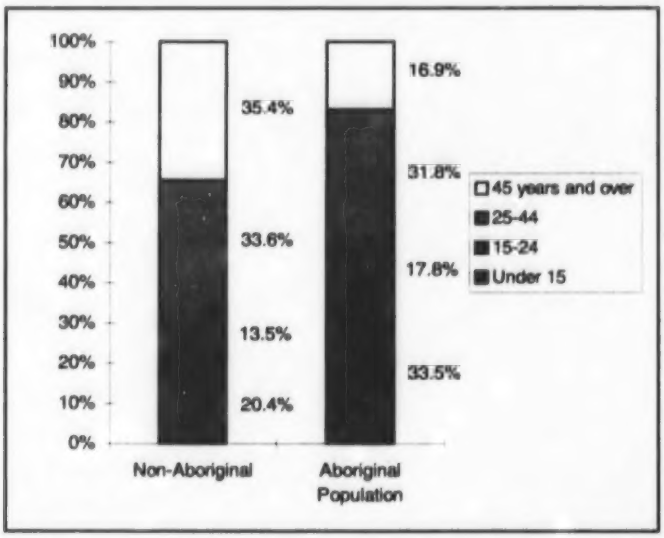
	Total Population	Total Women	Aboriginal Women	Abor. Women as % of Total Women	Aboriginal Women as % of Total Population
Manitoba	1,091,942	558,220	65,060	11.7%	5.9%
Saskatchewan	**988,928**	**492,810**	**56,775**	**11.5%**	**5.7%**
Alberta	2,545,553	1,332,655	63,145	4.7%	2.4%
B.C.	3,282,061	1,863,415	71,450	3.8%	2.2%

(Source: Statistics Canada, 1996 Census of Canada.)

In all other provinces, Aboriginal women represented about 2% of the women. In Manitoba and Saskatchewan Aboriginal women make up a far larger percentage of the total population than in the other provinces.

In 1996, 33.5% of the female Aboriginal population was under 15 years of age, compared to 20.4% of the non-Aboriginal population. There are few differences between the age distribution of Aboriginal men and women.

FIGURE 7: AGE DISTRIBUTION OF ABORIGINAL WOMEN VERSUS CANADIAN WOMEN



(Source: Statistics Canada, 1996 Census of Canada.)

6.3 Educational Level of Aboriginal People

In the Aboriginal community, 60.4% of the population aged 15 and over have not completed high school. Less than half of Aboriginal people aged 15 and over have any education after high school. Table 8 illustrates the education gap.

TABLE 8: THE ABORIGINAL EDUCATION GAP IN 1991 – POPULATION AGE 15 AND OVER

	Did Not Complete High School	Received High School Diploma	Some Education After High School Including Trade Certificates
Aboriginal People	60.4%	6.6%	41.7%
Non-Aboriginal People	44.5%	11.5%	55.3%
Education Gap	15.9%	-4.9%	-13.6%

(Source: Federation of Saskatchewan Indian Nations, Saskatchewan and Aboriginal Peoples in the 21st Century: Social Economic and Political Changes and Challenges, 1997.)

According to the 1991 Aboriginal Peoples Survey, 28% of Aboriginal adults were taking post-secondary education or training for a certificate, diploma or degree in 1990/91. There were 10.1% of Aboriginal adults pursuing upgrading in high school equivalency and another 17.9% reported that they had taken a training course of some sort.

According to the Saskatchewan Women's Secretariat publication "Profile of Aboriginal Women in Saskatchewan", published in November 1999, 22 per cent of Aboriginal women has less than a grade nine education in 1996. This represents an improvement from 1991, when 26 per cent fell into the same category. By comparison, 11 per cent of non-Aboriginal women had less than grade nine.

Aboriginal women are more likely than Aboriginal men to have a university degree. In 1996, five per cent of Aboriginal women had university degrees, up from three per cent in 1991. This is a significant increase in percentage terms in just five years.

TABLE 9: EDUCATIONAL ATTAINMENT OF ABORIGINAL AND NON-ABORIGINAL MEN AND WOMEN IN SASKATCHEWAN, 1996*

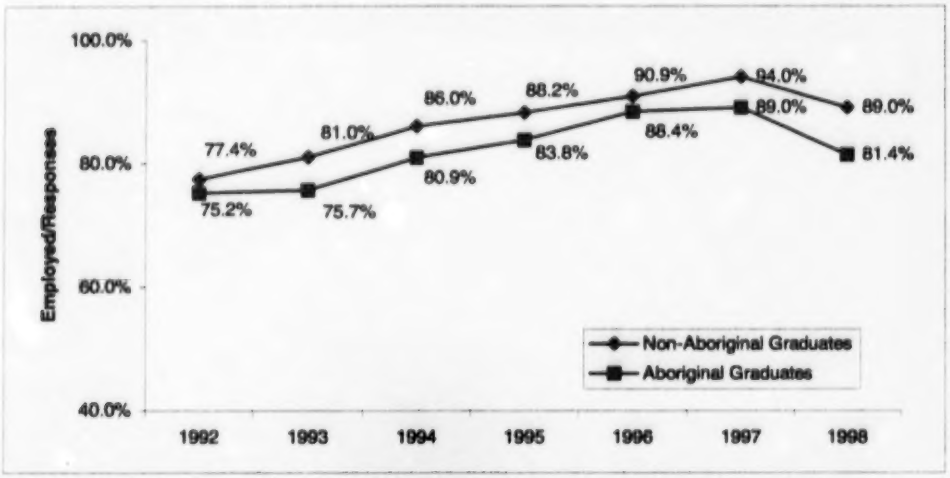
	Aboriginal		Non-aboriginal	
Highest Level Attained	Men	Women	Men	Women
Less than grade 9	25%	22%	13%	11%
Some High School only	36%	34%	30%	28%
High School Diploma only	6%	6%	11%	11%
Some Post Secondary	11%	14%	10%	11%
Post Secondary/Trade Certificate	19%	19%	24%	28%
University Degree	3%	5%	11%	10%

** Population 15 years and over.*
(Source: Statistics Canada. 1996 Census of Canada. Custom Tabulation – 20% sample data)

6.4 Aboriginal Employment and the Training Link

Statistics Canada defines the Employment Rate as the Employed/Population Ratio. It also defines the Labour Force as those Employed and Unemployed, excluding those who are not looking for work (not in the Labour Force). SIAST surveys its graduates to track these rates. Figure 8 illustrates the Employment Rates of SIAST graduates from 1992 to 1997.

FIGURE 8: EMPLOYMENT RATES OF SIAST GRADUATES



(Source: Saskatchewan Institute of Applied Science and Technology, 1997 Aboriginal Employment Statistics Report, December 1998.)

The 1997 Labour Force Employment Rate for Aboriginal graduates is 89%. For Non-Aboriginal graduates, the Labour Force Employment Rate is 94%. The 1998 Labour Force Employment Rate for Aboriginal graduates is 81%. For Non-aboriginal graduates, the 1998 Labour Force Employment Rate is 89%.

(Source: Saskatchewan Institute of Applied Science and Technology, 1998 Education Equity Program Graduate Employment Statistics Report, September 1998.)

6.5 Aboriginal Income

The Aboriginal Impact Study estimates that the Aboriginal employment income in Saskatchewan in 1995 was $13,942, while employment income for non-Aboriginals was $20,526. The 1997 SIAST graduates as a whole averaged $1,850 per month or $22,200 per year. Aboriginal SIAST graduates averaged $1,779 per month or $21,348 per year. The 1998 SIAST graduates as a whole averaged $1,950 per month or $23,400 per year. Aboriginal SIAST graduates averaged $1872 per month or $22,464 per year. Note: these statistics are not shown in Table 10.

(Source: Saskatchewan Institute of Science and Technology, 1998 Education Equity Program Graduate Employment Statistics Report, September 1998.)

TABLE 10: COMPARISON OF SASKATCHEWAN EMPLOYMENT INCOME

Full Time	Aboriginal	Non-Aboriginal	Difference	Average
Male FT	$27,251	$31,518	-$4,267	$31,378
Male PT	$9,632	$15,108	-$5,476	$14,615
Female FT	$21,283	$22,028	-$745	$21,997
Female PT	$7,395	$9,630	-$2,235	$9,480

(Source: Federation of Saskatchewan Indian Nations, Saskatchewan and Aboriginal Peoples in the 21st Century: Social Economic and Political Changes and Challenges, 1997.)

The average earnings of Aboriginal women are lower than the average earnings of Aboriginal men as well as those of non-Aboriginal women, although the largest differences occur in male full time and part time incomes. Other sources of income for the Aboriginal population are shown in the following table:

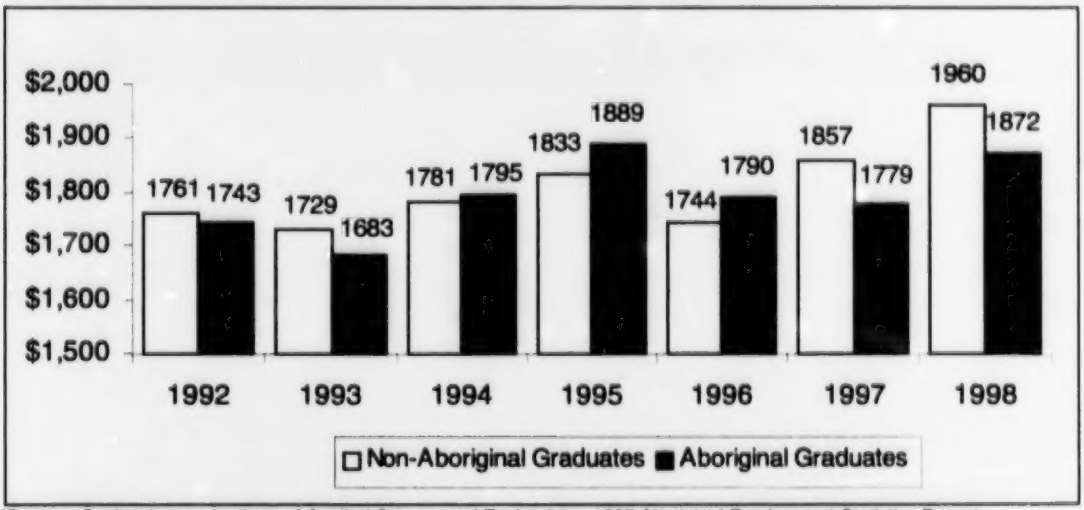
TABLE 11: SOURCES OF INCOME BY ABORIGINAL STATUS AND GENDER

Income Source	Aboriginal People		Non-Aboriginal	
	Men	Women	Men	Women
Pensions	1.7%	1.5%	10.2%	7.8%
Self-Employment	[illegible]%	1.5%	8.2%	4.5%
Investments	5.4%	4.9%	39.8%	39.2%
Wages and Salaries	55.5%	41.7%	64.2%	58.9%
Transfers and other sources	31.1%	28.2%	3.6%	5.0%

(Source: The Economic Status of Saskatchewan Women, Spring 1997.)

It has been shown that the average full time salaries for Aboriginal graduates, when employed in occupations related to the training they received SIAST is very comparable to the graduates overall. It has actually been higher than the salary for non-Aboriginals for a number of years. Figure 9 illustrates this.

FIGURE 9: AVERAGE MONTHLY FULL TIME TRAINING RELATED SALARY 1992-1998



(Source: Saskatchewan Institute of Applied Science and Technology, 1997 Aboriginal Employment Statistics Report, December 1998 and Saskatchewan Institute of Applied Science and Technology, 1998 Education Equity Program, Graduate Employment Statistics Report, September, 1999.)

6.5 Profile of the Métis Population

The Métis people are included in the statistics for the previous sections on the Aboriginal population. The Statistics Canada Aboriginal Peoples Survey included Métis, North American Indian and Inuit people. Further analysis is now available in the Statistics Canada report " A Profile of the Métis." According to this report, the following findings may be of interest.

- Overall, people who identified as Métis made up less than 1% of Canada's total population.
- In Manitoba and Saskatchewan, the Métis people identified by the survey accounted for 3% of the population, with 2% in Alberta and 7% in the Northwest Territories.
- The Métis people accounted for 22% of the Aboriginal people identified in the survey; with 37% in Alberta, 33% in Manitoba and 31% in Saskatchewan.
- Two-thirds of Métis lived in urban centres; 47% of Aboriginal people in Saskatoon are Métis, 46% in Edmonton and 43% in Winnipeg.
- Almost two-thirds of Canada's total Métis population live in the three Prairie provinces
- The total number of Métis who identified themselves is 135,265.
- For Saskatchewan the total identified Métis population is 26,995, with Manitoba at 33,230 and Alberta at 38,755.

(Source: Statistics Canada 89-547-XPE, A Profile of the Métis: Target Group Project, September 1996.)

The Métis Nation of Saskatchewan (MNS) Makes Plans For Future Jobs

- The Métis Nation of Saskatchewan (MNS) is the representative body of the Métis people of Saskatchewan. It is divided geographically into twelve distinct regions, each having representation on the Provincial Métis Council. It is the objective of each Region to promote the overall development of their citizenship and the Métis Nation as a whole.
- Presently, there are twelve Local Métis Management Boards plus a provincial head office located in Saskatoon. These boards are funded through an agreement with Human Resources Development Canada. The mandate of these boards is to provide training and employment services to Métis people within the Region.
- Statistics indicate that the Métis people have not, and do not, participate in the mainstream market in equal proportions to the non-Métis population. Given the current demographic trends, the number of Métis of working age (i.e., 15 to 64) should almost double by the year 2006. It is essential that Métis people plan now for the jobs that business and industry predict will be available in the future.

(Source: Métis Employment and Training of Saskatchewan Inc., A Comprehensive Study of Employment and Training as it Affects Saskatchewan Métis of Western Region III, 1998.)

7.0 Labour Force

In 1999 Saskatchewan's labour force participation rate was 66.7%, the fifth highest in Canada. The participation rate reflects the percentage of the total population over the age of 15 who are either employed or seeking employment. The labour force participation rate is reflected in Table 11.

TABLE 12: CANADIAN LABOUR FORCE PARTICIPATION RATE

Year	1995	1996	1997	1998	1999
Province					
Canada	**64.8**	**64.9**	**64.8**	**65.1**	**65.6**
Alberta	72.0	72.1	72.8	72.3	72.3
Manitoba	66.3	66.5	66.9	67.5	67.9
Ontario	65.7	66.0	65.9	66.2	66.8
Saskatchewan	**66.0**	**65.6**	**66.4**	**65.9**	**66.7**
P.E.I	65.6	66.2	66.3	64.1	66.8
British Columbia	65.7	65.5	64.9	65.2	65.2
Quebec	62.2	62.1	62.1	62.1	62.5
New Brunswick	59.3	59.0	60.1	60.6	61.5
Nova Scotia	59.8	59.9	60.2	59.2	61.1
Newfoundland	53.1	52.1	52.5	52.9	56.3

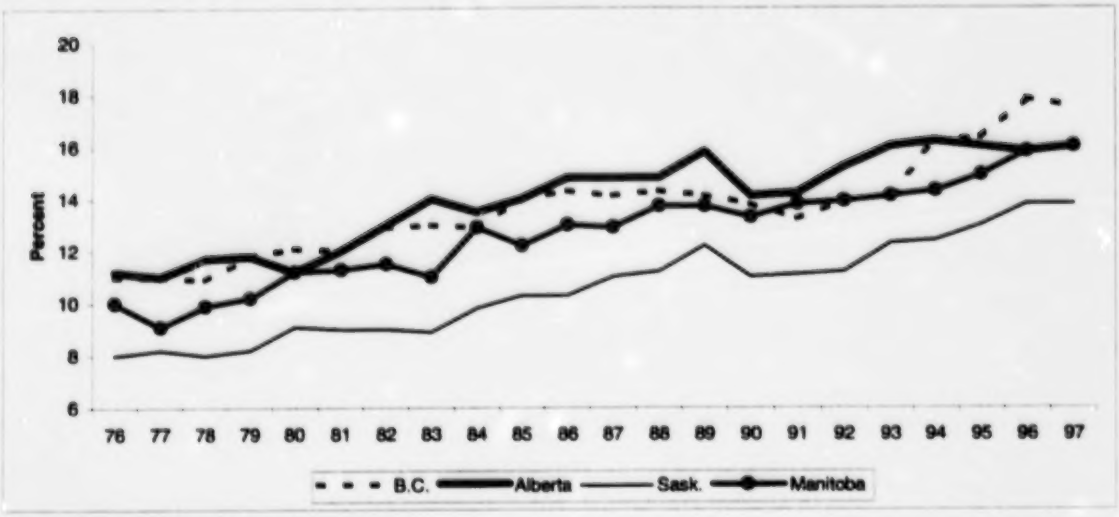
(Source: Statistics Canada, Labour Force Characteristics Age 15 and Over, http://www.statcan.ca/econoind/lfsuna.htm.)

7.1 Educational Attainment of Labour Force

Saskatchewan has the lowest percentage of its labour force with a university degree in the four Western provinces. This trend does not necessarily mean that Saskatchewan educates fewer people, but it is a result of the out-migration of university graduates.

More and more people are enrolling in post-secondary education and this will have an impact on the available pool of young people to enter the work force. Long distance education, particularly on-line education and just-in-time education will mean that employed people can continue with their education while still working.

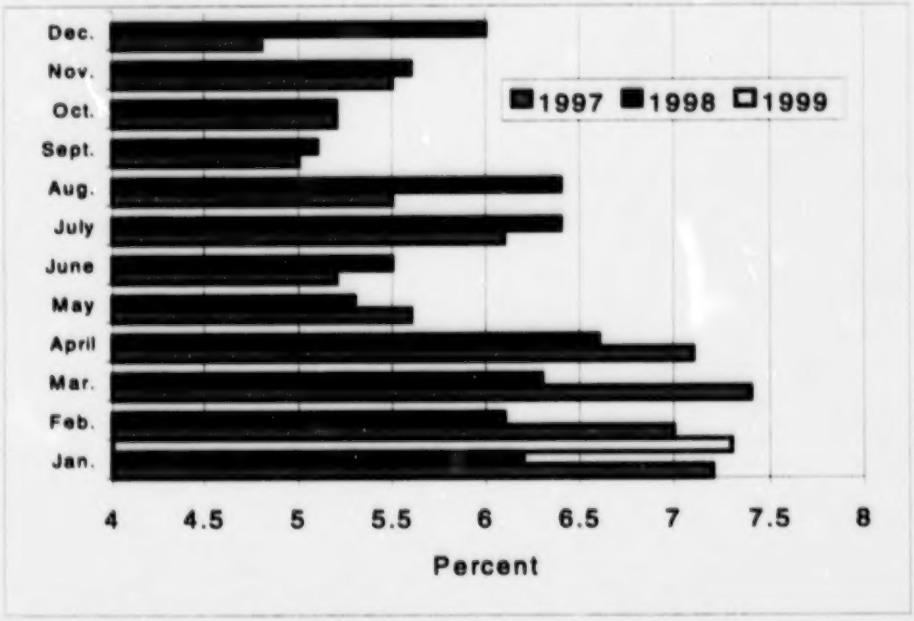
FIGURE 10: LABOUR FORCE WITH A UNIVERSITY DEGREE



(Source: Statistics Canada. Labour Force Survey.)

7.2 Unemployment Rates

FIGURE 11: MONTHLY UNEMPLOYMENT RATES FOR SASKATCHEWAN FOR 1997/1998/1999 (PER CENT)



(Source: Government of Saskatchewan, Monthly Statistical Review, Volume 25, No. 2, Feb. 1999.)

7.3 Employment Compared to Other Provinces

Employment in Saskatchewan grew by .61% during the period of December 1998 to December 1999, while employment grew in Canada by 2.6% during that same period. In comparison, Manitoba recorded 1.90% employment growth, and Alberta recorded 2.8% employment growth in 1999.

(Source: Statistics Canada, Labour Force Characteristics Age 15 and Over, http://www.statcan.ca/econoind/lfsuna.htm.)

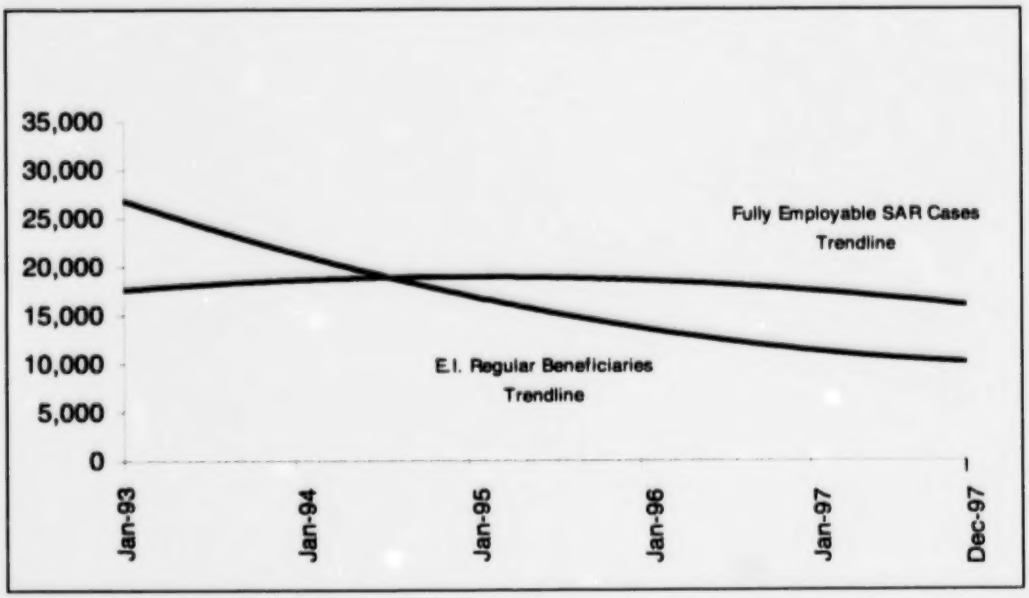
7.4 Social Assistance and Employment Insurance Recipients

Saskatchewan's average unemployment rate for 1999 (6.1%) is the third lowest in the country. Manitoba had the lowest unemployment rate for 1999 at 5.6% while Alberta had the second lowest rate at 5.8%. Canada had a national unemployment rate of 7.6% for 1999.

(Source: Statistics Canada, Labour Force, Employed and Unemployed, Numbers and Rates, January 2000.)

Figure 12 illustrates the trends in social assistance and employment insurance recipients.

FIGURE 12: SASKATCHEWAN SOCIAL ASSISTANCE RECIPIENTS[5] VERSUS EMPLOYMENT INSURANCE BENEFICIARIES – JAN. 93 TO DEC. 97



As shown in Figure 12, the number of employment insurance beneficiaries has shown a decreasing trend since 1993. In December 1997, 11,713 individuals received employment insurance benefits compared to 13,556 in December 1996. These

[5] Fully Employable SAR: person capable of working 36 hours per week or more including: employed full or part time; unemployed; and undergoing training.

recipients received an average weekly payment of $286.46 in 1997 compared to $231.17 in 1996.

Fully employable social assistance recipients have shown a stable trend over the 1993 to 1997 period. In December 1997, 15,529 individuals received social assistance, compared to 17,685 in December 1996.

(Sources: Social Services, Quarterly Statistical report and HRDC Administrative Data.)

TABLE 13: FULLY EMPLOYABLE SAR CASES AND EMPLOYMENT INSURANCE BENEFICIARIES BY REGION (AS OF DATES INDICATED IN SOURCES BELOW)

Region	SAR Cases	E.I. Beneficiaries
Saskatoon population: 205,992	4,232	4,803
Regina population: 187,085	5,019	3,100
Prince Albert population: 39,356	1,668	1,539
Moose Jaw population: 34,505	851	876
North Battleford population: 15,473	455	364
Melfort population: 6,225	117	254
Swift Current population: 16,113	195	398
Yorkton population: 16,783	423	478
Kindersley population: 5,083	47	120
Estevan population: 11,469	130	487
Humboldt population: 5,456	60	153

(Source: Human Resources Development Canada, Saskatchewan Community Profile: EI Claim – Employment Insurance Claimants – Regular, HRDC Admin Data, February 1999; Employable SAR –Social Services Fully Employable Social Assistance Recipients, December 1998, Population – Saskatchewan Hospital Services Plan (SHSP), June 1998, http://extranet.lmi.gov.sk.ca.)

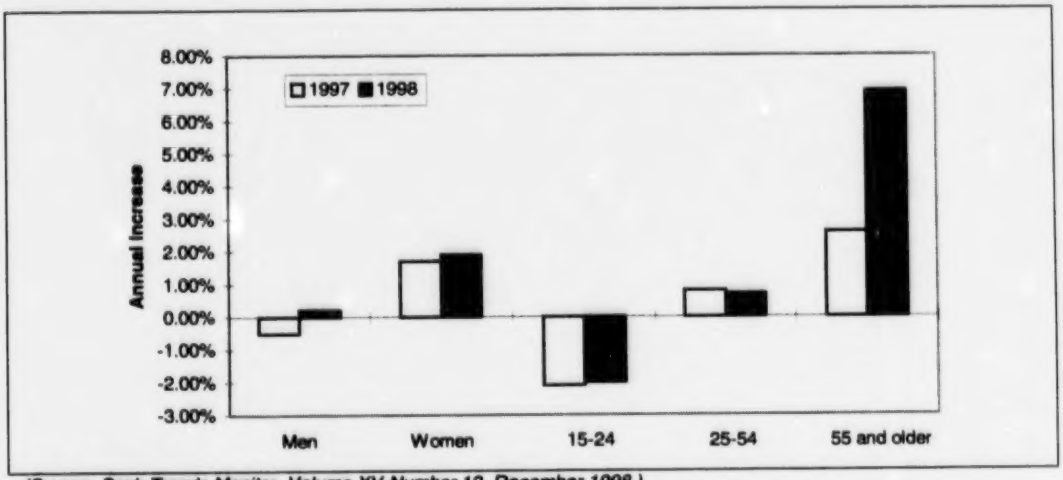
7.5 Employment by Gender

Employment among women increased an average of .8% between December 1998 and December 1999. Employment among men increased 2.1% in the same time period. In December of1999, 46.2% of total jobs were held by women compared to 46.3% of total jobs held by women in December of 1998.

In Saskatchewan, unemployment rates are lower for females (4.1% in December of 1999 and 4.1% in December of 1998) than males (6.0% in December of 1999 and 7.7% in December of 1998). Note: not all of these recent statistics are shown in Figure 13.

(Source: Government of Saskatchewan, Saskatchewan Bureau of Statistics: Saskatchewan Labour Force, by Age and Sex, January 2000.)

FIGURE 13: EMPLOYMENT GROWTH BY GENDER AND AGE GROUP



(Source: Sask-Trends Monitor, Volume XV-Number 12, December 1998.)

7.6 Youth Unemployment

1998 showed a continuing trend towards less employment among young people in Saskatchewan. Employment for those in the 15-19 age group shrank from 34,300 in December 1997 to 31,200 in December 1998. Employment in the 20-24 age group shrank from 45,300 to 44,800 in the same time period. In January 1998, Saskatchewan's unemployment rate for young people in the 15-24 age group was 11.2%, compared to 5% for those over 25. See Figure 13.

In 1999 there was a small increase in employment among young people in Saskatchewan. Employment for those in the 15-19 age group rose from 31,200 in December 1998 to 34,300 in December 1999. Employment in the 20-24 age group shrank from 44,800 to 44,700 in the same time period. In December 1999, Saskatchewan's unemployment rate for young people in the 15-24 age group was 8.5%, compared to 4.5% for those over 25. Note: these recent statistics are not shown in Figure13.

(Source: Government of Saskatchewan, Saskatchewan Bureau of Statistics: Saskatchewan Labour Force, by Age and Sex, January 2000.)

7.7 Employment Changes by Region

In December 1998, the Regina and Saskatoon CMAs (Census Metropolitan Areas), including surrounding towns Lumsden and White City (Regina), Warman and Dundurn (Saskatoon) accounted for 46% of the jobs in the province, even though they have only 35% of the population in the labour force age group (15 and older).

Up until December 1998, employment growth in Regina was 5.4% compared to 1.6% for Saskatoon. Also showing increases were the West Central region by 2.4% and the Swift Current/Moose Jaw Region which increased 1.9%. Employment decreases occurred in Prince Albert/Northern Saskatchewan (-1.6%), the Southeast (-2.4%), and the East Central region (-.7%)[6].

(Source: Sask-Trends Monitor, Volume XV, Number 12, December 1998.)

7.8 Employment by Industry

TABLE 14: EMPLOYMENT BY INDUSTRY

Industry	1992	1993	1994	1995	1996	1997[5+]	1998/99[5+]
	Thousands						
Agriculture	78	79	70	72	71	63.4	64.3/55.9
Manufacturing	26	26	28	31	30	31.7	28.7/32.2
Construction	19	18	19	21	19	25.2	22.4/27.1
Transportation, Communication, And Other Utilities	32	34	35	37	34	26.9	27.2/34.1
Trade	73	73	81	78	80	73.8	68.4/74.9
Finance, Insurance And Real Estate	24	25	24	25	21	25.7	24.9/24.8
Service	155	156	159	154	159	182.9	193.8/189.4
Public Administration	30	31	30	29	29	25.6	28.6/23.7
Other Primary Industries	13	12	11	14	17	17.2	15.8
All Industries	451	455	457	460	461	472.2	474.2/477.1

(Source: Government of Saskatchewan. Saskatchewan Labour Force Summary, March 1998.)
[5+] (Source: Government of Saskatchewan, Bureau of Statistics: Monthly Statistical Review, Volume 26, Number 1, January 2000.)

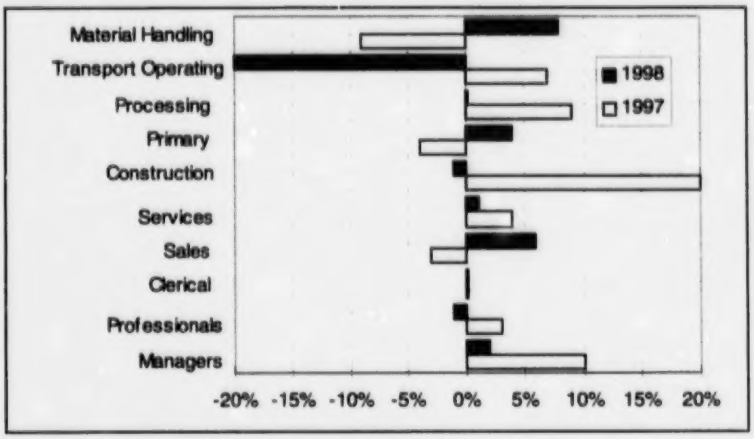
Industry shifts in 1998 over 1997 included an increase in construction (4,000), agriculture (2,000), and public sector employment (1,000). The largest increase occurred in the service industries (8,000). Decreases occurred in all other categories, with the largest decreases occurring in manufacturing, transportation and communication, and trade (-3,000 each). A decrease also occurred in the finance, insurance and real estate sector (-2,000 each).

Forecasts by selected industries to 2003 are provided in Section 8.

[6] *Regions indicated are Statistics Canada Economic Regions.*

7.9 Employment by Occupation

FIGURE 14: ANNUAL EMPLOYMENT GROWTH BY OCCUPATION GROUP



(Source: Sask-Trends Monitor, Volume XVI, Number 1, January 1999.)

The changes in occupations are consistent with the patterns in industry groups. There were substantial increases in construction, processing and transport operating occupations.

7.10 Future Outlook

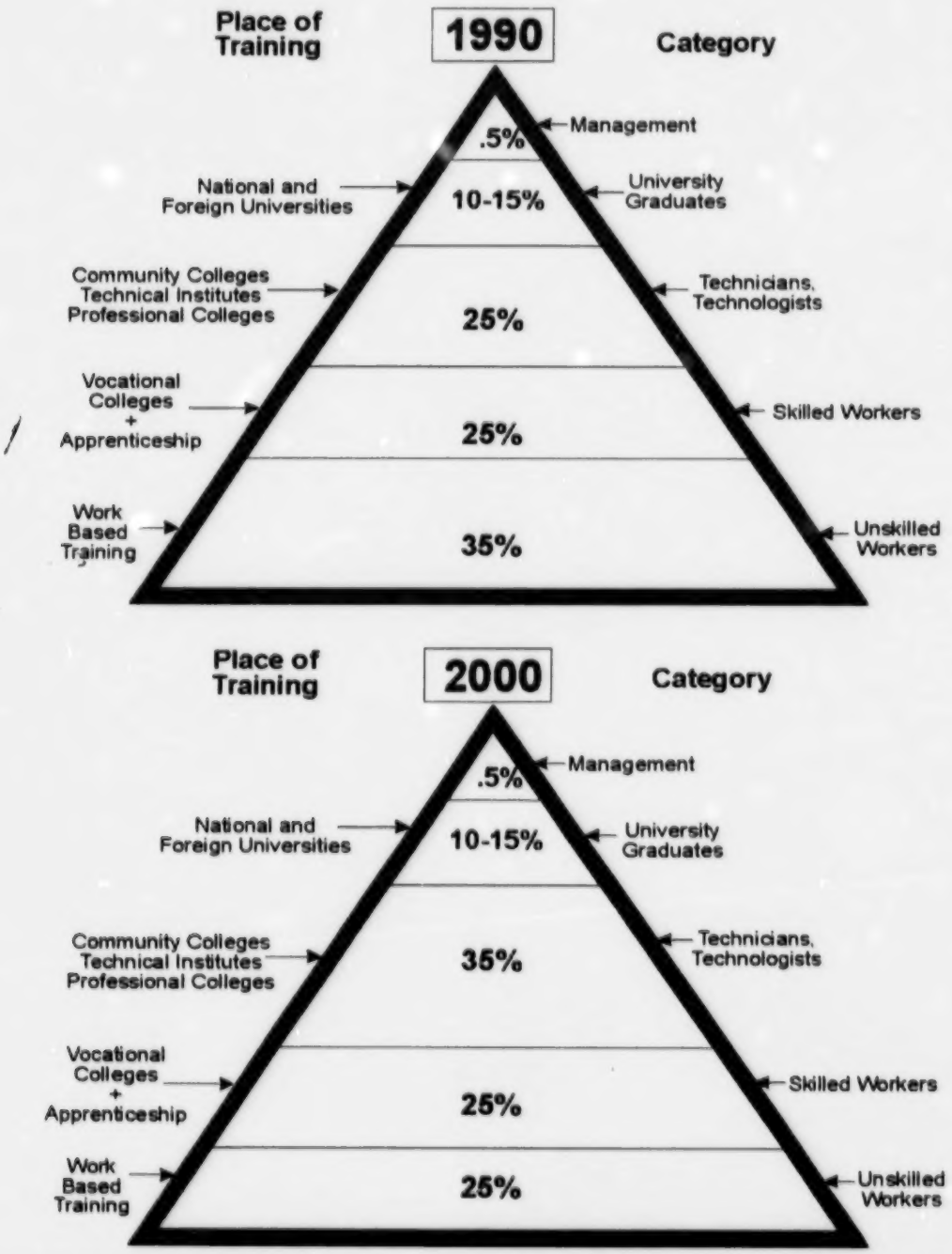
Full time employment in Saskatchewan continues to rise due mainly to the diversity of the provincial economy. Statistics Canada figures show the average number of people working in December1999 increased by .61% compared to December 1998.

(Source: Government of Saskatchewan, Saskatchewan Bureau of Statistics, www.gov.sk.ca, January 2000.)

7.11 Skill Requirements of the Workforce

There is growing proof that required skill levels in the Canadian work force are changing. Figure 15 illustrates the difference in required skill levels for the workforce in 1990 versus those that will be needed beyond the year 2000.

FIGURE 15: EVOLUTION OF REQUIRED SKILL LEVELS FROM 1990 TO 2000

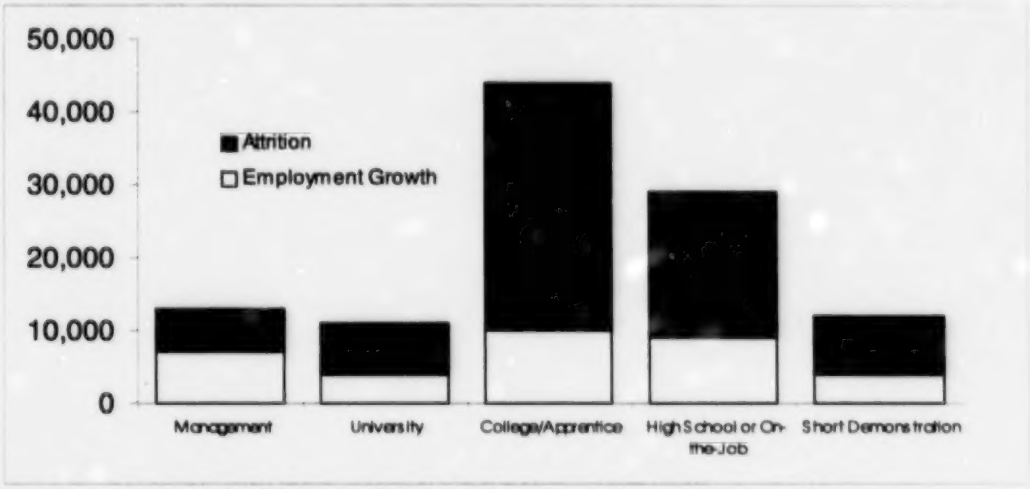


(Source: The Association of Community Colleges (ACCC), Developing Community Colleges as a Response to Economic and Social Change, The Canadian Experience, 1995.)

As Figure 15 illustrates, the need for Technicians and Technologists will grow from 25% to 35% of the workforce in the year 2000, while the need for Unskilled Workers is declining from the previous level of 35% to 25%. Vocational Colleges and Technical Institutes like SIAST will be called upon to provide the necessary skills training for these growing categories.

Figure 16 illustrates the projected employment growth and employment demand due to attrition by skill level for Saskatchewan and from where the education to fuel this growth will come.

FIGURE 16: PROJECTED EMPLOYMENT GROWTH AND ATTRITION REQUIREMENTS BY NOC[7] SKILL LEVEL, SASK. 1997 - 2005



(Source: Strategic Initiatives, Labour Market Information Project, Forecast, July 1997.)

Over 60% of all new job openings will require skill level B or skill level C.

Skill Levels

The National Occupational Classification (NOC) system categorizes occupations by skill levels. These are described below.

Management
- management occupations have not been assigned to a skill level category. It is recognized that there is a range of acceptable education or training requirements for managerial occupations

- Skill Level A
  - University degree(s) (bachelor's, master's, or post-graduate)
  - EXAMPLE: engineers, teachers, chartered accountants, physicians, pharmacists

[7] *NOC: National Occupational Classifications.*

- Skill Level B
  - Two or three years of post-secondary education at a community college, institute or technology or CEGEP OR
  - Two to four years of apprenticeship training OR
  - Three to four years of secondary school and more than two years of on-the-job training, training courses or specific work experience
  - Supervisory positions
  - Occupations with significant health and safety responsibilities e.g. firefighters, police, LPN
  - EXAMPLE: firefighters, motor mechanic, chef, laboratory technicians

- Skill Level C
  - One to four years of secondary school education (after grade 8)
  - Up to two years of on-the-job training, training courses or specific work experience
  - EXAMPLE: farm worker, truck driver

- Skill Level D
  - Up to two years of secondary school (grade 10) and short work demonstrations or on-the-job training
  - EXAMPLE: janitor, gas station attendant, telephone solicitor

7.12 Skill Deficits

The impacts of skill deficits vary at the sub-sector or industry level. Industrial areas with the greatest number of job vacancies include the construction sector, the computer and related services industry, and the fabricated metal manufacturing sector. Under-skilling was greatest in the agriculture machinery industry, the food processing industry, and the fabricated metal manufacturing sector.

TABLE 14: VACANT AND UNDER SKILLED POSITIONS BY SECTOR*

Sector	Vacant		Under Skilled		Total	
	#	%	#	%	#	%
Agri-Value	203	17	1479	46	1682	38
Tourism	240	20	494	16	734	17
IT and Communications	301	25	343	11	644	14
Fabricated Metal Manufacturing	123	10	365	11	488	11
Construction	187	15	287	9	474	11
Energy	93	8	163	5	256	6
Business Services	68	8	77	2	145	3
TOTALS	1215	100%	3208	100%	4423	100 %

* No data available for the forestry and mining sectors.

(Source: SaskNetWork (Labour Market Information) Current Skills Deficit; www.sasknetwork.gov.sk.ca)

8.0 Saskatchewan's High Growth Sectors

During the consultations for the Province of Saskatchewan's Partnership for Growth Strategy[8],stakeholders in six key economic sectors with strong growth potential helped the provincial government develop an inventory of opportunities. The stronger, more immediate opportunities are summarized as follows:

8.1 Agri-value

The agri-value sector includes agriculture; agricultural services; fishing, hunting and trapping; agriculture and industrial chemicals; agriculture biotechnology; agriculture machinery; grain storage, and food processing.

8.1.1 Agri-value Trends

- continued growth in the production of grains, oilseeds and pulse crops
- continued expansion of the agricultural biotechnology sector
- further development of oilseed crushing, specialty crop processing and agri-food packaging
- expansion of hog production to two million hogs per year by 2000
- establishment of a large hog slaughter and processing facility
- increased finishing, slaughter and processing of cattle

Industrial Outlook

Employment in agriculture is expected to decrease by slightly over 4,000 between 1998 and 2003. The largest decline is expected to occur in 1999. These declines may be attributed to both cyclical and structural changes. The former refers to the prevailing low prices for many agricultural commodities including wheat, other grains, hogs and potatoes. The latter include factors like larger farms and increased mechanization.

(Source: SI Forecast, June/99.)

8.1.2 Agri-Value Skill Shortages

The Identification of Saskatchewan Skilled Worker Shortage Project identified a number of agricultural areas that are suffering a skill shortage that cannot be filled immediately with Saskatchewan graduates.[9] These areas include:

- The agricultural and industrial chemicals; and agriculture biotechnology industries. A shortage in biology agronomists in this industry which requires skills in agriculture and computers.
- The hog production industry has a shortage in barn managers and requires experience in large-scale hog operations.

---

[8] *(Source: Saskatchewan Economic Development, Partnership for Growth - Building on the Renewal of The Saskatchewan Economy, February 1996.)*

[9] *(Source: Saskatchewan Economic and Cooperative Development, Saskatchewan Post-Secondary Education and Skills Training, Human Resources Development Canada, and the Saskatchewan Institute of Applied Science and Technology, Identification of Saskatchewan Skilled Worker Shortage Project, January 1999.)*

- The hog production industry has a shortage of managers of hog production. These jobs require experience in very large hog operations.

(Note: The sector study was conducted prior to the recent drop in hog prices, and the findings should be re-evaluated in the current context. The recent opposition to genetically modified food will have an impact on this section and will need to be monitored closely.)

8.2 Forestry

8.2.1 Forestry Trends

Trends in the Forestry sector include the:

- pulp mill expansion in northwest Saskatchewan
- expansion of pulp and paper production in north-central Saskatchewan
- establishment of an oriented strand board plant in northeast Saskatchewan
- harvesting of burned timber
- further development of specialty forest products

Industrial Outlook

Employment in this sector is anticipated to increase substantially over the forecast period from approximately 1,300 in 1998 to over 2,000 by the year 2003. This is in keeping with the recently announced private sector investment initiatives expected to occur within the sector.

(Source: SI Forecast, June/99.)

8.2.2 Forestry Skill Shortages

All vacancies in this sector can be filled from within Saskatchewan.

8.3 Mining/Minerals

8.3.1 Mining/Mineral Trends

Trends in the Mining/Minerals Sector include the:

- completion of construction of two uranium mines
- development of three new uranium mines, pending environmental assessment
- development of two new gold mines
- development of one copper/zinc project
- continued diamond exploration

Industrial Outlook

Employment in the metal mining sector is expected to remain at the 1998 level over the forecast period (1998-2003). Mining in the non-metal sector is expected to decline slightly. This forecast takes into account two countervailing forces affecting this sector. One is the low price prevailing for many products of this industry. However, this is offset by increased activity within the industry to raise existing capacity.

(Source: SI Forecast, June/99.)

8.3.2 Mining/Minerals Skill Shortages

This sector is able to meet all of its requirements from within Saskatchewan or Canada. The positions that would have to be filled outside Saskatchewan include:

- The potash industry. The jobs of accountant and mining engineers.
- The uranium industry. The jobs of mining engineers, metallurgist and radiation supervisor.

8.4 Energy

The Energy Sector Study includes utilities, crude petroleum and natural gas, refined oil and coal products, pipeline transport, and coal mining industries.

8.4.1 Energy Trends

Trends in the Energy sector include the:

- continued oil and natural gas exploration and development
- commercialization of enhanced oil recovery technologies
- expansion of the oil and gas service sector

Industrial Outlook

Employment in this industry is expected to increase from slightly over 3,000 in 1999 to approximately 3,500 in 2003. This increase is expected to keep pace with the gradual increase expected in crude oil prices. In the past, employment has been affected as the industry has curtailed oil and gas drilling and exploration activity in the wake of low world oil prices. Furthermore, technological changes have boosted productivity per worker while keeping employment growth low.

(Source: SI Forecast, June/99.)

8.4.2 Energy Skill Shortages

The energy sector reports that skill shortages in this industry can be filled from within Saskatchewan or by recruiting labour from elsewhere in Canada. Occupations that cannot be filled within the province include electronics engineers, mechanical engineers, geological engineers, petroleum engineers, and safety and environmental technologists.

8.5 Tourism and Cultural Industries

The tourism sector is composed of those companies in the transportation, accommodation service, beverage manufacturing, and amusement and recreational services.

8.5.1 Tourism and Cultural Industries Trends

Trends in the tourism and cultural industry sector include the:

- development of Aboriginal tourism
- development of eco-tourism
- expanded paleo-tourism
- development of agri-tourism
- expanded production in various media, including film, video, sound recording and multi-media

8.5.2 Tourism and Cultural Industries Skill Shortages

All vacancies in this sector can be filled from within Saskatchewan, but need to be supported by appropriate training opportunities.

Industrial Outlook

As a result of increased tourism, income growth and changing demographics, jobs in the food and accommodation services to 2003 are expected to be up by 2,700.

8.6 Information Technology and Telecommunications

The Information Technology and Communications sector includes companies from Finance and Real Estate; Insurance; Printing, Publishing and Allied Industries; Communications; and Computer and Related Services.

8.6.1 Information Technology and Telecommunications Trends

Trends in the information technology and telecommunication industries include:

- new information technology servicing contracts with out-of-province firms, managed by Saskatchewan firms
- attraction of additional telephone call centres to the province
- provide business with access to high-speed data networks, such as the Internet
- continued growth of systems and hardware suppliers
- marketing of provincially developed information systems and expertise to other jurisdictions, particularly in the health care area

8.6.2 Information Technology and Telecommunications Skill Shortages

In general this sector felt that labour demands can be met from within Saskatchewan or in Canada. Although there is strong demand for programmers and analysts in Saskatchewan, respondents to the Skilled Worker Shortage Project felt that this demand could be filled within Saskatchewan. The only identified skill shortage was for the position of production manager of a large printing shop due to a high skill, engineering degree and experience requirement. In addition to the six sectors identified by the Saskatchewan government, the Canada-Saskatchewan Strategic Initiatives-Labour Market Information Project added:

8.7 Construction Sector

The construction sector includes building, development and general contracting; industrial and heavy (engineering) construction; and trade contracting.

Industrial Outlook

Residential and non-residential construction activity is expected to add more than 400 jobs to this sector over the forecast period (1998-2003). Non-residential construction activity is expected to expand in the forestry and resource sectors.

(Source: SI Forecast, June/99.)

8.8 Business Services (excluding health and education)

The business services sector is the fastest growing sector. (Refer to Section 9.0 Business Overview for more details.) Expected increase to 2003 in professional business services is up by 1,500.

(Source: HRDC "Job Growth and Training". Presentation at Kelsey Days, February 3, 2000.)

8.9 Fabricated Metal Manufacturing Sector

The Fabricated Metal Manufacturing Sector includes the following industries: power boiler and heat exchanger; fabricated structural metal products; ornamental and architectural metal product industries; stamped, pressed and metal coated product industries; wire and wire product industries; hardware, tool and cutlery industries; heating equipment, machine shop, and other fabricated metal industries (windows and doors; thermal forming or plastics).

8.9.1 Fabricated Metal Manufacturing Skill Shortages

Skill shortages were identified in the Machine shop industry. This shortage occurred for gear cutters and gear grinders.

Other skill shortages that employers were not able fill in Saskatchewan included:

- The steel fabrication industry. Steel detailers.
- The truck industry. Painting (automotive quality).
- The turbine casings industry. Welders/fabricators.

Industrial Outlook

Strong growth is expected to 2003 in manufacturing from 31,000 to 37,000 jobs. This industry will benefit from the Asian recovery, food and beverage processing and increased activity in the oil and gas and forestry sectors.

(Source: HRDC "Job Growth and Training". Presentation at Kelsey Days, February 3, 2000.)

9.0 Business Overview

It is a widely accepted belief that small business provides most of the jobs for the labour force.

TABLE 15: DISTRIBUTION OF BUSINESSES BY SIZE

Business establishments by number of employees mid 1997								
	British Columbia		Alberta		Saskatchewan		Manitoba	
Number of Employees	% of firms	% of jobs	% of firms	% of jobs	% of firms	% of jobs	% of firms	% of jobs
1-19	89	40	89	40	92	46	87	35
20-29	9	34	10	33	7	31	11	32
100-499	1	18	1	19	1	16	2	20
500+	-	8	-	8	-	7	-	13
Total	100	100	100	100	100	100	100	100
Related characteristics of labour force, 1996 Census								
Work at Home %	9		11		11		11	
No fixed work address %	11		10		7		7	

(Source: Statistics Canada and Saskatoon and District Chamber of Commerce, Business Climate.)

Saskatchewan has 92% of businesses with under 20 employees, creating 46% of the jobs in the province. The implications for this are that small business should be encouraged and assistance offered in order to make the most of this sector. Given these figures, the question arises: Are entrepreneurs avoiding Saskatchewan? Statistics Canada provides data for the period 1989 to 1997 that points to this disturbing fact.

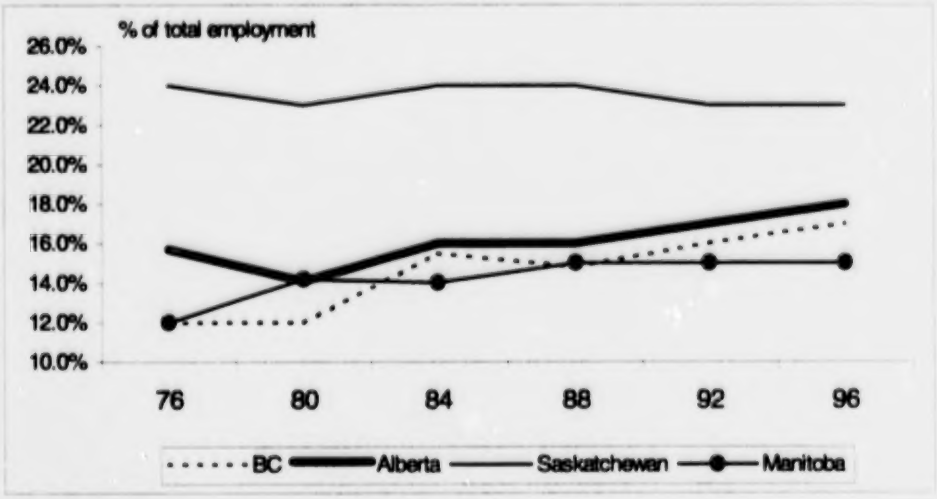
TABLE 16: ARE ENTREPRENEURS AVOIDING SASKATCHEWAN? 1989-1997

Province	Growth In New Business
Manitoba	+18%
Saskatchewan	+2%
Alberta	+46%

(Source: Statistics Canada and Saskatoon and District Chamber of Commerce, Business Climate.)

Although the growth in new business since 1989 is disappointing, self-employment is still the highest in Saskatchewan when compared to the other Prairie provinces and BC.

FIGURE 17: SELF-EMPLOYMENT AS A % OF TOTAL EMPLOYMENT.



(Source: Statistics Canada, Labour Force Survey)

The number of employers in Saskatchewan has shown a decrease of 417 in the period from 1992-1997. Table 16 illustrates how this compares to the other Prairie provinces.

TABLE 17: EMPLOYER BUSINESS GROWTH FOR THE PERIOD 1992 – 1997

Province	# of Employers
Manitoba	+1,229
Saskatchewan	-419
Alberta	+14,059

(Source: Statistics Canada and Saskatoon and District Chamber of Commerce, Business Climate.)

10.0 Employment Trends

This section deals with a number of trends that have an impact on future training requirements.

10.1 Hot Jobs

A new book from the American Vocational Association has identified '10 Hot Jobs'[10]. These 'hot jobs' are outlined in Table 18.

TABLE 18: TEN HOT JOBS

Job	Requirements	Salary US$
Physician Assistants	- Formal training at least 2 years long. - Admission requires at least 2 years college and some health care experience.	$61K
Paralegals	- Certification is voluntary but most have some formal education.	$33K
Emergency Medical Technicians	- 110 to 120 hours of classroom plus 10 hour internship in hospital emergency room.	$25K to $30K
Construction Managers	- Solid background in building science, business and management. - More employers are wanting real-world experience and a related bachelor's degree.	$28K – 100K
Dental Hygienists	- Dental hygienist program. - Written and clinical exam.	$38K
Computer Programmers	- Two or four year degree.	$40K
Licensed Practical Nurses	- High School Diploma. - Approved LPN program. - Licensing exam.	$25K – 35K
Machinists and Tool Programmers	- High school education. - Associates degree in machine technology for advancement.	$28K - $60K
Dieticians and Nutritionists	- Could need a license or certificate to work. - University degree may be needed.	$20K - $30K

[10] *(Source: Unknown, "Ten Hot Jobs", Techniques, Jan. 1999, p. 26.)*

10.2 Emerging Occupations

According to a report prepared by TCI Convergence Ltd. For Human Resources Development Canada[11], emerging occupations were identified in the following sectors:

- Multimedia
- Internet
- Information Technology
- Telecommunications
- Advanced Network Technologies
- Robotics and Automation
- Environment
- Health Care (Adult care and privatized health care)
- Biotechnology
- Voluntary Sector
- Research and Development
- Gaming
- Call Centres
- Other Miscellaneous

Most new occupations were found to be in areas related to technology and could be classified as "knowledge workers". Many of these technology-related occupations are classified as emerging due to the rapidly changing nature of technology rather than strictly because of the emergence of a completely new occupation. Data mining is also emerging as an occupation that has significant potential and for which relatively little formal training programs exist. There were also large concentrations of occupations in the robotics and automation fields as well as various technology research and development areas. Occupations related to telecommunications and computerization were particularly prominent.

It is widely recognized that there is a shift occurring from manufacturing to knowledge oriented jobs. Figure 18 illustrates that the service sector is composed of three broad categories:

- dynamic
- traditional
- non-market

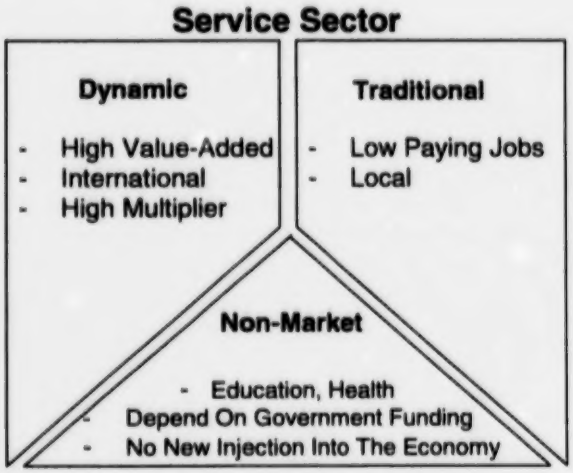
The trend is away from the more traditional services and non-market services to te dynamic service sector.

Also, from the list of emerging occupations above, we can see that most of the new emerging occupations in the knowledge sector would fall into the "Dynamic" Service Sector category. These types of occupations have a much higher multiplier effect on the economy compared to traditional service occupations or education and health service. It is beneficial to the economy as a whole to strengthen the "Dynamic" category of the service sector.

---

[11](Source: *TCI Convergence Ltd., HRDC: Review of Emerging Occupations and Sectors, Feb. 1998.)*

FIGURE 18: SHIFT FROM MANUFACTURING TO KNOWLEDGE ORIENTED INFORMATION AGE



(Source: SIAST Planning, Research and Development Division, Labour Market Presentation, 1998.)

10.3 Full Time Employment Returning

Statistics Canada figures indicate that the trend to full time employment is returning. Full time employment reached a high in Saskatchewan in 1977 at about 84% and a low in 1992 at about 77%. The latest available figures indicate a full-time employment level of around 79%.[12]

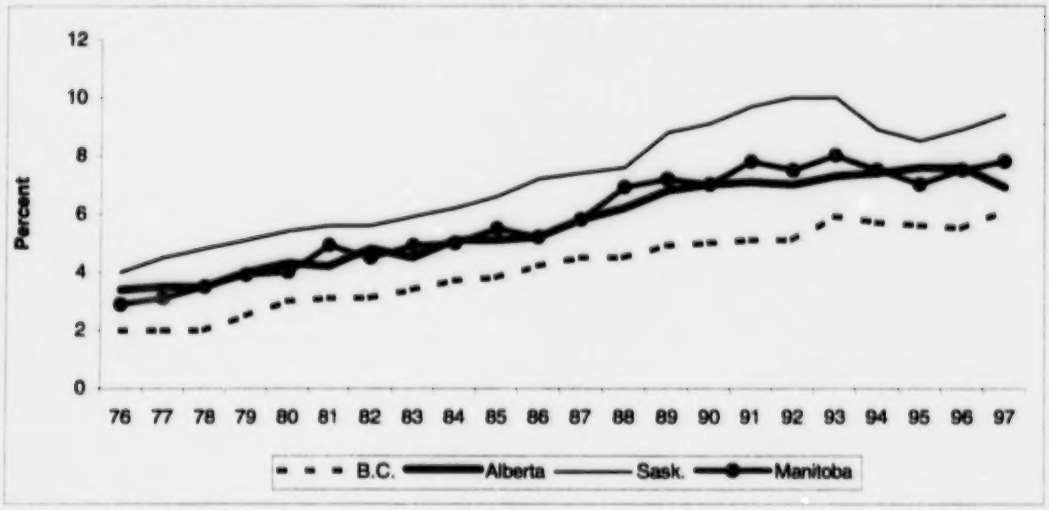
Compared to the other Western provinces, Saskatchewan has the lowest percent of full-time employment of the total employment in those provinces.

10.4 Multiple Job Holders

Holding a second job is very common. This causes increased stress, especially for young families.

[12] *(Source: Statistics Canada, Labour Force Survey.)*

FIGURE 19: MULTIPLE JOB HOLDERS (% OF TOTAL EMPLOYED WHO HOLD MORE THAN ONE JOB)



(Source: Based on Statistics Canada, Labour Force Survey.)

For more details regarding changing work patterns, refer to Report #98-02, "Report on Changing Work Patterns as we Approach the Year 2000", prepared by SIAST Research and Development, 1998.

10.5 Increased Importance of Internationalization

There is growing support for the idea that education of the future must be more internationally oriented. University rectors and presidents from all over Europe agreed with this view in a recent survey entitled "University 2010".[13] "Time spent studying abroad" was ranked 16th of 18 criteria for employing graduates a few years ago. Today, in many firms, the experience of living abroad is a precondition for promotion to the management ranks.

[13] *(Source: Christian Bode, Internationality is Tops: German Higher Education at a Time of Change, Deutschland, October 1998, p. 3.)*

References

Bode, Christian, "Internationality is Tops: German Higher Education at a Time of Change," Deutschland, October 1998, p. 3.

Canadian Information Office, Facts on Canada: CF – Saskatchewan, http//:www.infocan.gc.ca.

Department of Finance, The Economic and Fiscal Update, http:// www.canoe.ca, November 2, 1999.

Federation of Saskatchewan Indian Nations, Saskatchewan and Aboriginal Peoples in the 21st Century: Social Economic and Political Changes and Challenges, 1997.

Heisz, Andrew, Changes in Job Tenure and Job Stability in Canada, November 1996.

Government of Saskatchewan, Bureau of Statistics, http//:www.sk.ca, December 1999.

Government of Saskatchewan, Bureau of Statistics, http//:www.sk.ca, January 2000.

Government of Saskatchewan, Bureau of Statistics: Monthly Statistical Review, Volume 25, No. 1, January 1999.

Government of Saskatchewan, Bureau of Statistics: Monthly Statistical Review, Volume 25, No. 2, February 1999.

Government of Saskatchewan, Bureau of Statistics: Monthly Statistical Review, Volume 26, No. 1, January 2000.

Government of Saskatchewan, Bureau of Statistics: Saskatchewan Labour Force, by Age and Sex, http//:www.sk.ca, January 2000.

Government of Saskatchewan, Economic and Co-operative Development – Economic Statistics, http//:www.sk.ca, December 1999.

Government of Saskatchewan, Investing in People - Building on the Momentum, Budget Address, March 1998.

Government of Saskatchewan, Moving Forward Together, Budget Address, March 1999.

Government of Saskatchewan, Labour Force Summary, March 1998.

Human Resources Development Canada, "Job Growth and Training", Presentation at Kelsey Days, Saskatoon, February 3, 2000

Human Resources Development Canada, Saskatchewan Community Profile, http://extranet.lmi.gov.sk.ca.

Industry Canada – Advantage Canada Electronic Commerce Task Force, Electronic Commerce in Canada, http//:www.e-com.ic.gc.ca, January 2000.

Métis Employment and Training of Saskatchewan Inc., A Comprehensive Study of Employment and Training as it Affects Saskatchewan Metis of Western Region III, 1998.

Regional Planning Area Comparisons by Selected Labour Market Variables, as supplied by SIAST.

Saskatchewan Business Unlimited, "Construction Underway on Research Facilities," Volume 4, November/December 1999.

Saskatchewan Business Unlimited, "Synchrotron Brings Boost to Saskatchewan," Volume 4, November/December 1999.

Saskatchewan Economic and Cooperative Development, Saskatchewan Post-Secondary Education and Skills Training, Human Resources Development Canada, and the Saskatchewan Institute of Applied Science and Technology, Identification of Saskatchewan Skilled Worker Shortage Project, January 1999.

Saskatchewan Economic Development, Partnership for Growth - Building on the Renewal of The Saskatchewan Economy, February 1996.

Saskatchewan Institute of Applied Science and Technology,1997 Aboriginal Employment Statistics Report, December 1998.

Saskatchewan Institute of Applied Science and Technology,1998 Education Equity Program Graduate Employment Statistics Report, September 1999.

Saskatchewan Labour Market Information, Welcome to Saskatchewan, http//:www.sk.hrdc-drhc.gc.ca.

Saskatchewan Women's Secretariat, Profile of Aboriginal Women in Saskatchewan, November 1999.

SaskNetWork Labour Market Information, Current Skills Deficit, http//:www.sasknetwork.gov.sk.ca.

Sask-Trends Monitor, Volume XV, Number 12, December 1998.

Sask-Trends Monitor, Volume XVI, Number 1, January 1999.

Sauve, Roger, Statistics Canada and People Patterns Consulting, Western Canadian Trends Work Book – Regina Seminar, Trends and Forecasts, Shaping the Present and Future of Western Canada.

SIAST Education Equity Program Annual Monitoring Report, 1997.

SIAST Education Equity Program Annual Monitoring Report, 1998.

SIAST Planning, Research and Development Division, Labour Market Presentation, 1998.

SIAST Planning, Research and Development Division, Report on Changing Work Patterns as we Approach the Year 2000, December, 1998.

Social Services, Quarterly Statistical report and HRDC Administrative Data.

Statistics Canada, 1996 Census of Canada.

Statistics Canada 89-547-XPE, A Profile of the Métis: Target Group Project, September 1996.

Statistics Canada and Saskatoon and District Chamber of Commerce, Business Climate.

Statistics Canada, Annual Demographic Statistics and Special Tabulation.

Statistics Canada, Economic Indicators – Canada, http//:www.statcan.ca, December 1999.

Statistics Canada, Issue Highlights: Youths and the Labour Market, 1998-99, Vol. 3, No. 4, Autumn 1999.

Statistics Canada, Labour Force Characteristics Age 15 and Over http://www.statcan.ca/econoind/lfsuna.htm.

Statistics Canada, Labour Force Employed and Unemployed, Numbers and Rates, January 2000.

Statistics Canada, Labour Force Survey, 1996.

Statistics Canada, "Making Sense of the Census Seminar," March 1998.

Statistics Canada, Population by Five-year Age Groups, 1996 Census.

Statistics Canada, Projections of Populations with Aboriginal Ancestry.

Statistics Canada, Visible Minority Population, 1996 Census.

Strategic Initiatives, Labour Market Information Project, Forecast, July 1997.

Strategic Initiatives, Labour Market Information Project, Forecast, June 1999.

TCI Convergence Ltd., HRDC: Review of Emerging Occupations and Sectors, Feb. 1998.

The Association of Community Colleges (ACCC), Developing Community Colleges as a Response to Economic and Social Change: The Canadian Experience, 1995.

The Conference Board of Canada, Metropolitan Outlook, Winter 1999.

The Conference Board of Canada, The Canadian Outlook, Autumn 1999.

The Conference Board of Canada, World Outlook: Global Economic Trends and Prospects, Autumn 1999

The Economic Status of Saskatchewan Women, Spring 1997.

The Leader-Post, "Economist Expects Grain Prices To Rise," January 27, 2000.

The Leader-Post, "U of R Unveils New Graphics Supercomputer," January 15, 2000.

The Times-Herald, "Farm Income Estimates Drop," January 15, 2000.

Unknown, "Ten Hot Jobs", Techniques, Jan. 1999, p. 26.